

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.
20052

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MAY 4, 1984, IN LISNER HALL
ROOM 603

- 1 The first meeting of the new session was called to order by President Elliott at 2:10 p.m.

Present: President Elliott, Provost Bright, Registrar Grimm, Parliamentarian Schechter, Altshuler, Birnbaum, Castleberry, Claeysens, Eldridge, Fox, Frey, Greene, Griffith, Hill, Kramer, Lang, Levy, Liebowitz, Loeser, Morgan, Pierpont, Plotz, L. Robinson, Schiff, Singpurwalla, Smith, Solomon, Tolchin, Wallace, and Yezer

Absent: Barron, Cheh, Kelly, Kenney, Linton, Rashid, D. Robinson, Jr., and Schiller

The President then recognized and welcomed the new Chairman of the Executive Committee, Professor William B. Griffith, and the newly-elected members of the Senate - Professors Mary M. Cheh, Roger H. Lang, Judith A. Plotz, David A. Robinson, Jr., Richard H. Schlagel, Nozer D. Singpurwalla, and Ruth A. Wallace.

- 2 Professor Eldridge, on behalf of the Faculty Senate, read a Resolution in Tribute and to the Memory of Professor Edwin Joseph Baughman Lewis, who died March 31, 1984. The resolution was adopted by acclamation and the Senate expressed its respect by standing for a moment of silent tribute. (The resolution is incorporated in these minutes and will be forwarded to Professor Lewis' family.)

- 3 The minutes of the regular meeting of April 13, 1984, were approved as distributed.

- 4 (a) Professor Griffith, on behalf of Professor Rashid, Chairman, Public Ceremonies Committee, moved the adoption of Resolution 84/1, "A Resolution Concerning Program Embellishments for the University's Mid-Year Convocation," and the motion was seconded. He then yielded the floor to Professor Robert G. Jones, a member of the Public Ceremonies Committee, who spoke on behalf of the resolution noting its responsiveness to the needs of both the graduates and their families. Two other members of the committee, Mr. Boris Bell and Mr. Bob Guarasci, were also present to answer any questions the Senate might have. The question was called and Resolution 84/1 was adopted unanimously. (Resolution 84/1 attached.)

(b) Professor Lilien F. Robinson, on behalf of the Appointment, Salary and Promotion Policies Committee, moved adoption of Resolution 84/2, "A Resolution to Amend the Faculty Code with Respect to Eligibility for Sabbatical Leave," and the motion was seconded. Professor Robinson explained that the committee's rationale for this recommendation was based upon the same concept of awarding sabbatical leave to tenured faculty for the purpose of providing an opportunity for concentrated scholarly activity, and, therefore, greater productivity. Moreover, since non-tenure-

accruing faculty are expected to meet the same kind of performance standards and criteria for promotion, the committee thought that the opportunity for scholarly self-development through the awarding of sabbatical leave ought to be extended to non-tenure-accruing faculty as well.

Professor Smith, a member of the Professional Ethics and Academic Freedom Committee, commented that the subcommittee reviewing the Reich Report supported the recommendation that non-tenure-accruing faculty be given the same opportunity for sabbatical leave as tenure-accruing faculty. Professor Morgan pointed out for the record that under the Faculty Code, as regular policy, a sabbatical leave is granted with the understanding that return service is expected, and he would assume that this same policy would apply to non-tenure-accruing faculty if the resolution is adopted. Professor Yezer said that the question of eligibility for sabbatical leave for non-tenure-accruing faculty could become very confusing, because there was nothing in the resolution that would prevent a non-tenure-accruing faculty member from qualifying for sabbatical leave even though his or her contract might expire one year later. Professor Morgan responded that one would assume that the deans of the various schools would develop specific administrative policies consistent with the Code to manage that kind of problem. As a point of information, Dean Liebowitz asked whether a non-tenure-accruing faculty member who has already served six or more continuous years could apply for a sabbatical leave for the 1985-86 academic year. Professor Robinson replied affirmatively stating that the 1985-86 date was used only because it would be administratively difficult to implement this change any earlier. Professor Griffith said that he thought it would be unfair to deny the privilege of sabbatical leave to those non-tenure-accruing faculty who were expected to be here for a long period of time; on the other hand, he said the concern raised by Professor Yezer made it clear that the Senate has not yet dealt with the major problem of trying to integrate two different kinds of appointments in some systematic way, instead of continuing to deal with it in this ad hoc, piecemeal fashion. The question was called and Resolution 84/2 was adopted. (Resolution 84/2 attached.)

- 4 (c) Professor Lilien F. Robinson, on behalf of the Appointment, Salary and Promotion Policies Committee, moved the adoption of Resolution 84/3, "A Resolution to Amend the Faculty Code with Respect to Gradual Retirement," and the motion was seconded. Professor Morgan, on behalf of the Executive Committee, then moved the introduction and adoption of a substitute resolution that was distributed to the Senate. Professor Robinson accepted Professor Morgan's motion, and the motion was seconded. Professor Morgan explained the Executive Committee's concerns with regard to the original resolution and the reasons for changes reflected in the substitute resolution. A discussion followed by Professors Pierpont, Morgan, Robinson, Deans Birnbaum and Baker, and Associate Provost Johnson. Professor Griffith suggested that the third RESOLVING clause be amended to read: "That appropriate language be prepared, subject to Faculty Senate and Board of Trustees consideration, for addition to Section VII of the Faculty Code to reflect the availability of the gradual retirement option." His concern was that the substitute resolution, as it stood, might be viewed as a general authorization to change the language of the Code without first being considered by the Faculty Senate for recommendation to the Board. Professor Morgan and the seconder accepted Professor Griffith's amendment. Professor Fox voiced his concern about the delay that would occur in having to wait until appropriate Code language was prepared and brought back to the Senate. Professor Morgan replied that in order to replace the present ad hoc approach with a systematic program that would be of maximum benefit to all full-time active status faculty, a certain amount of delay was inevitable, especially since there were many details that were not at all clear at the moment. Professor Eldridge pointed out that the present ad hoc arrangement could continue to be used until this program is worked out. Professor Levy said that he agreed that Faculty Senate members should have an

opportunity to express their opinions on whatever program is finally proposed, and he expressed his confidence in the Executive Committee to insure that the Senate is fully informed. The question was called, and the substitute resolution, as amended, was adopted. (Substitute Resolution 84/3, as amended, attached.)

The President then asked for unanimous consent to depart from the order of business on the agenda so that a special presentation could be made. There were no objections. On behalf of the Faculty Senate, the President then read and presented a Resolution of Appreciation to Dr. Harold F. Bright for his many years of service as a member of the Faculty Senate and upon occasion of his retirement in June. The President congratulated Dr. Bright who received a standing ovation. He also acknowledged the presence of Professor Emeritus Edwin L. Stevens and Acting Dean Peter P. Hill as former Chairmen of the Executive Committee. (Resolution 84/7 attached.)

- 4 (d) On behalf of the Professional Ethics and Academic Freedom Committee, Professor Griffith moved the adoption of Resolution 84/4, "A Resolution to Amend Article X of the Faculty Code," and the motion was seconded. Professor Griffith noted that this resolution was the first of three on the agenda today which represented the results of an extensive review by the Professional Ethics Committee of the faculty grievance procedures, begun in 1980 at the request of the Executive Committee. The recommendations now before the Senate constituted a response to the Morgan Report's proposed changes in the grievance procedures. Because these three resolutions represented very complicated and extensive proposals, Professor Griffith acknowledged it might be necessary to postpone final action until a subsequent Senate meeting; however, he said the committee thought it important to begin the process of Senate review of these proposals. With regard to Resolution 84/4, Professor Griffith explained the committee's rationale for the proposed changes to Article X as reflected in the proposed amended Code language set forth in pages 1 and 2 accompanying the resolution.

Professors Pierpont and Frey spoke in support of the resolution. Professor Levy objected to the use of the word "grievable" as being an obsolete word; he also suggested that the words "such matters as" be deleted in Section B.1.a) that reads: "a violation of professional rights or privileges concerning such matters as academic freedom, tenure, promotion, reappointment, dismissal, or sabbatical or other leave. . ." in order to avoid any vagueness of meaning. Professor Griffith replied that the committee included those words because of the difficulty of foreseeing the kinds of invasions of rights which might occur in addition to those listed. Professor Morgan agreed with Professor Levy and he moved that Section B.1.a) be amended to read: "a violation of professional rights or privileges concerning academic freedom, tenure, promotion, reappointment, dismissal or sabbatical or other leave arising from. . . ." The motion was seconded. Professor Smith spoke in favor of the amendment. The question was called and the amendment was adopted.

Professor Levy then moved to strike item 3) under Section B.1.a) as a basis for grievance. The amendment was lost for lack of a second. The question was called on the original motion, as amended, and Resolution 84/4, as amended, was adopted. (Resolution 84/4 attached.)

(e) On behalf of the Professional Ethics and Academic Freedom Committee, Professor Griffith moved the adoption of Resolution 84/5, "A Resolution to Amend the Procedures for Implementation of Article X of the Faculty Code." Professor Griffith said that this resolution represented the most substantive of the three because it contains the procedures by which the committee proposed to implement the changes, just adopted, in Article X of the Code. Professor Griffith then explained, point by point, the proposed amendments to the Procedures for Implementation of

Article X of the Code. Discussion followed by Professors Eldridge, Griffith, Fox, Morgan, Tolchin, Yezer, and Levy. Because of the very complex issues in this resolution and the lateness of the hour, Professor Eldridge moved to postpone further discussion and action until the next regular Senate meeting, and the motion was seconded. A discussion followed by Professors Fox, Griffith, and Morgan. The question was called and the motion to postpone was adopted. (Resolution 84/5 attached)

(f) Discussion and action on Resolution 84/6, "A Resolution to Amend the Procedures for Implementation of the Faculty Code, Paragraph F, Dismissal of a Faculty Member," was unanimously postponed by the Senate until the next regular Senate meeting. (Resolution 84/6 attached.)

5 No resolutions were introduced under Introduction of Resolutions.

6 (a) Professor Griffith, Chairman of the Executive Committee, asked for approval of the dates for the regular meetings of the Faculty Senate for the 1984-85 Session. The following dates were approved:

May 4, 1984	January 18, 1985
September 21, 1984	February 8, 1985
October 12, 1984	March 8, 1985
November 9, 1984	April 12, 1985
December 14, 1984	

Professor Morgan called attention to the fact the May Senate meeting is held on the first Friday of the month, not the second Friday.

(b) Professor Griffith stated that the old and new Executive Committees met and prepared the list of nominations for election as chairmen and members of Senate Standing Committees as distributed. The nominations were moved and seconded and approved. (The list of Senate Standing Committees for the 1984-85 Session is attached to these minutes.)

(c) Professor Griffith moved the nomination for appointment by the President to the following Administrative Committees: Committee on University Bookstore: Diane E. Johnson, Chairman, Abd Elfattah M. Abd Alla, and Christopher H. Sterling; Committee on University Parking: John A. Frey; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Randall K. Packer; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, Miriam V. Dow, and Fuller O. Griffith; Committee on Campus Security: Ruth A. Wallace; Joint Committee of Faculty and Students: A. E. Claeysens, Chairman, Abd Elfattah M. Abd Alla, Helga Binder, Mary Ann Coffland, Roy J. Guenter, Gerald E. Wagner, and Harry E. Yeide, Jr. The nominations were approved.

(d) Professor Griffith moved the nomination for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Philip Robbins; Trustees' Committee on Student Affairs: A. E. Claeysens, Jr.; and Trustees' Committee on University Development: Rodney W. Eldridge. The nominations were approved.

(e) Professor Griffith moved the nomination for election by the Faculty Senate to the Panel for Student Grievance Review Committees: Abd Elfattah M. Abd Alla, Joan A. Becker, Phyllis A. Kind, Carl A. Linden, Paul Peyser, Terence M. Phillips, Gregory Reaman, Joan R. Regnell, Jeanne E. Snodgrass, and Gerald E. Wagner. The nominations were approved.

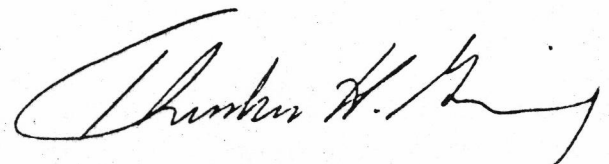
(f) Professor Griffith, on behalf of the Executive Committee, welcomed the new members of the Senate. He then reported that the grievance of Assistant Professor Bruce E. Committee was presently being heard. He reminded members that

resolutions for inclusion on the Senate agenda must be received by the Executive Committee two weeks in advance of Senate meetings; he also requested that any annual reports for the 1983-84 Session not yet turned in be submitted as soon as possible. He then wished the members a good summer.

(g) Professor Griffith reported that the following Annual Reports had been received and would be distributed with the minutes: Committee on Administrative Matters as They Affect the Faculty, Committee on Appointment, Salary and Promotion Policies, Committee on Fiscal Planning and Budgeting, Committee on the Library, Committee on Physical Facilities, Committee on Professional Ethics and Academic Freedom, Committee on Research, Committee on Public Ceremonies, Committee on Student Financial Aid, Committee on University Development and Resources, Joint Committee of Faculty and Students, and Executive Committee. Professor Schiff corrected an error appearing in the Annual Report of the Educational and Admissions Policy Committee distributed with the agenda which incorrectly identified Director of Admissions Stoner as "Registrar" Stoner.

- 7 Under Brief Statements, President Elliott recognized Professors Frey, Claeysens, and Smith who offered tributes to the following present and former members of the Faculty Senate who were retiring from the University: Professor Guido E. Mazzeo, Dean Calvin D. Linton, and Assistant Dean Robert E. Baker. In recognition of these faculty members, the Senate rose for a moment of silent tribute. (Tributes are attached and made a part of these minutes.)

- 8 Upon motion made and seconded, the meeting was adjourned at 4:25 p.m.



Theodore H. Grimm, Jr.
Registrar

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

RESOLUTION IN TRIBUTE AND TO THE MEMORY OF PROFESSOR EDWIN JOSEPH BAUGHMAN LEWIS

In sorrow and fond remembrance, the George Washington University records the death on March 31, 1984 of Edwin Joseph Baughman Lewis, Professor of Accounting in the School of Government and Business Administration.

A native of Pittsburgh, Pennsylvania, Professor Lewis studied at the University of Western Ontario where he earned an Honors Degree in Economics and Statistics in 1937. The following year he was awarded the Masters of Business Administration degree at Northwestern University. From 1938 through 1941, he combined teaching and doctoral studies at Northwestern. World War II intervened to prevent completion of his doctoral dissertation.

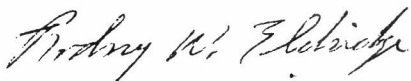
From 1942 to 1960, Professor Lewis held several senior financial management positions with the United States Navy. As a Naval Reserve Officer on active duty between 1942 and 1946, he served as the Financial Liaison Officer between the Navy Bureau of Ordnance and the Army Ordnance Corps, and as Special Assistant to the Fiscal Director of the Navy Bureau of Ordnance. During that period, he achieved the rank of Lieutenant Commander. As a civilian with the Navy between 1946 and 1960, Professor Lewis was the Deputy Fiscal Director and the Deputy Controller of the Bureau of Aeronautics, as well as the Special Assistant to the Chief of the Bureau of Aeronautics.

In 1960, Professor Lewis joined the George Washington University faculty in the Department of Accounting. From 1966 to 1970, he served as Chairman of the Department and as the School of Government and Business Administration's Assistant Dean for Special Projects. From 1966 through 1968, he served on the Faculty Senate and chaired the Senate Committee on University Resources in 1967-68.

Professor Lewis was appointed by the U.S. Chamber of Commerce as Chairman of a Special Commission of nationally prominent business and accounting leaders to study Congressional organization and operating procedures and for five years was a member of the National Chamber of Commerce Government Operations and Expenditures Committee. He was also a past President of the Federal Government Accountants' Association of Washington and served as Editor of the Federal Accountant magazine. The George Washington University Award and the King Gold Medal Award of the Federal Government Accountants' Association were among the many honors and awards bestowed upon Professor Lewis during his distinguished career.

Notwithstanding the burdens of his extensive responsibilities to the national, local and university communities, Professor Lewis was noted for his dedication to his students. His office door and his home were always open to any students or group of students. His jovial greeting, attentive and sympathetic audience, and wise advice are treasured remembrances shared by his students and colleagues.

Be it resolved, Mr. Chairman, that these remarks be incorporated in the minutes of the Senate and a copy sent to Professor Lewis' beloved family.



Rodney W. Eldridge
Professor of International Finance
Member of the Senate



Lloyd H. Elliott
President of the University

May 4, 1984

A RESOLUTION CONCERNING PROGRAM EMBELLISHMENTS
FOR THE UNIVERSITY'S MID-YEAR CONVOCATION (84/1)

WHEREAS, Spring Commencement amenities have contributed importantly to an appropriate environment for the carrying out of graduation exercises, demonstrating the University's desire to make graduation a memorable experience for students and their families and guests; and

WHEREAS, The mid-year Convocation suffers the comparison of a limited program format and carries the additional burden of holiday timing, with all the inconveniences attendant thereto for the various participants involved;
THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That, beginning in 1985, the mid-year Convocation be scheduled on the Sunday immediately preceding the officially recognized George Washington birthday and a presidential reception and other appropriate amenities be additionally scheduled on the Saturday before.

February 15, 1984
Public Ceremonies Committee

Adopted 5/4/84

A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT
TO ELIGIBILITY FOR SABBATICAL LEAVE (84/2)

WHEREAS, opportunity for scholarly self-development is accorded to regular active status tenured faculty through the granting of sabbatical leave, and

WHEREAS, the University community would benefit through the awarding of sabbatical leave to non-tenure-accruing regular active status faculty, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That Section VI-B of the Faculty Code be amended to read:

"When circumstances permit, the Board of Trustees shall grant sabbatical leave to a member of the faculty ~~with-tenure~~ who has served six or more continuous years in a college or university in regular active status,"

BE IT FURTHER RESOLVED, That this change shall be effective beginning the academic year 1985-1986.

Committee on Appointment, Salary and Promotion Policies
(including Fringe Benefits)

April 18, 1984

Adopted 5/4/84

FACULTY CODE

X. RIGHTS, PRIVILEGES AND RESOLUTION OF DISPUTES
UNDER THIS CODEA. Rights and Privileges Under This Code

The rights, privileges, and responsibilities of a faculty member conferred by this Code or by governing principles of law shall be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges or an alleged violation of such responsibilities ~~or a charge of unfair or discriminatory treatment based on race, color, religion, sex, national origin, or other considerations prohibited by law with regard to conditions of employment,~~ shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

B. Grievable or Arbitrable Issues1. Grievances

To maintain a grievance, the complaining party must allege either:

a) a violation of professional rights or privileges concerning ~~such matters as academic freedom, tenure, promotion, reappointment, dismissal, or sabbatical or other leave, such as arising might arise~~ from

1) violation of law;

2) unfair procedure or failure to follow established procedures;

3) University action motivated by prejudicial malice or retaliation for exercise of protected rights; or

4) University action without a reasoned basis in fact or University records;

or b) serious misconduct by a faculty member or significant neglect of a faculty member's responsibilities, in which case a complaint may be brought by regular active status faculty.

X. Principles Governing Issues Relating to Termination, Dismissal, Nonrenewal, Conditions of Employment, and Rights and Privileges Under This Code

The rights, privileges, and responsibilities of a faculty member conferred by this Code shall be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges, or an alleged violation of such responsibilities, or a charge of unfair or discriminatory treatment based on race, color, religion, sex, national origin, or other considerations prohibited by law with regard to conditions of employment, shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

2. Arbitration

To maintain an arbitrable complaint over administrative actions or practices, the complaining party must allege a substantial injury affecting professional status or activities, such as teaching assignments, salary, assignment of office space or other support of professional activities. The complaint must have a basis in contract, or academic tradition, or local custom.

3. Jurisdiction in Mixed Complaints

If a grievance is properly alleged, the Dispute Resolution Committee shall have jurisdiction over all related administrative matters that would otherwise be resolved by arbitration.

(SUBSTITUTE RESOLUTION)

A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO GRADUAL RETIREMENT (84/3)

WHEREAS, individual full-time active status faculty members frequently request reduction of their teaching loads in the years leading up to retirement, and

WHEREAS, such reductions are currently being granted on an ad hoc basis with the approval of the appropriate administrative officers, and

WHEREAS, replacing the present ad hoc approach with a systematic program available to all full-time active status faculty would benefit both the University and the faculty; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the appropriate administrative officers, in consultation with representatives of the Faculty Senate, establish a gradual retirement policy for full-time active status faculty members; and

That details of the policy established be fully set forth in the Faculty Handbook; and prepared, subject to Faculty Senate and Board of Trustees consideration, for addition

That appropriate language be ~~added~~ to Section VII of the Faculty Code to reflect the availability of the gradual retirement option.

Executive Committee of the Faculty Senate
April 20, 1984

Adopted, as amended, 5/4/84

A RESOLUTION TO AMEND ARTICLE X OF THE FACULTY CODE (84/4)

WHEREAS, the Report of the Special Committee of One to Propose Changes in Faculty Grievance Procedures (hereinafter, the Morgan Report) found that existing grievance proceedings had become increasingly frequent, time-consuming, and expensive, and might be improved by modification or replacement; and

WHEREAS, the Morgan Report recommended (p. 10) that only violations of faculty rights under the Faculty Code should be grievable, and further recommended (pp. 18-22) that the Committee on Professional Ethics and Academic Freedom clarify the language of the Faculty Code to eliminate confusion over precisely what rights and causes of action are conferred by the Code; and

WHEREAS, to the Committee on Professional Ethics it appears advisable, in clarifying what violations of rights are grievable, to clarify also what violations of professional responsibilities may give rise to grievances; and further to provide an alternative process for resolving disputes over faculty members' status or activities which do not involve grievable violations of rights, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That, to clarify the language of the Faculty Code as to what violations of rights or responsibilities may give rise to grievances, and to provide an alternative method of dispute resolution by arbitration, there shall be substituted for the present Article X of the Faculty Code, entitled "Principles Governing Issues Relating to Termination...", a revised Article X entitled "Rights, Privileges and Resolution of Disputes Under this Code", attached hereto (pp. 1-2):

Committee on Professional Ethics and Academic Freedom of The Faculty Senate
April 20, 1984

Adopted, as amended, 5/4/84 (see p. 1)

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE, PARAGRAPH E (84/5)

WHEREAS, the Morgan Report recommended modifying the Procedures for Implementation of Article X to reduce expense, waste of time and confusion over procedural complexities, by reducing the role of legal counsel to an advisory one or, alternatively, by adjoining a presiding hearing officer to the existing faculty hearing committee; and

WHEREAS, the Committee on Professional Ethics and Academic Freedom, after extensive consultation and review, concludes that the hearing-officer alternative is an approach more protective of faculty rights, and offers surer guarantees of reducing procedural error, confusion and waste of time while still protecting the faculty's role in self-governance; and

WHEREAS, supplementing the full grievance hearing-and-appeal procedure by an arbitration process, for settling substantive disputes which do not involve those specific invasions of professional rights which are grievable, also appears to promise speedier, less costly and more far-reaching dispute resolution; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY That the current procedures in Paragraph E for dealing with grievances be revised and extended by substituting a new Paragraph E (see attached), to provide for:

1. a binding arbitration process (cf. 3. a and 3. b pp 4-5)
2. An experienced Hearing Officer to preside and expanded Hearing Committee authority (a) to dismiss frivolous, non-specific, or repetitious complaints (3. c. & 3. d., pp 5-8), and (b) to control the hearing itself (3. d., p 8); and
3. other improvements proposed in the Morgan Report, with respect to Preliminary Proceedings (2. b & 2. c, p. 3) and reports of findings and recommendations (3. d, pp. 8-9), and Appeals (4. a, b, & d p 10).

Committee on Professional Ethics and Academic Freedom of The Faculty Senate
April 20, 1984

Postponed 5/4/84 to next regular Senate meeting (9/21/84)

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE,
PARAGRAPH F, DISMISSAL OF A FACULTY MEMBER (84/6)

WHEREAS, the procedures provided in Paragraph F for Dismissal of a Faculty Member for Adequate Cause under Article V, Paragraph C of the Faculty Code are closely linked to the Procedures for Implementation of Article X in Paragraph E, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That Paragraph F be brought into conformity with Paragraph E of the Procedures by substituting "Dispute Resolution" for "Grievance" Committee wherever the latter term appears as shown in the attached:

Committee on Professional Ethics and Academic Freedom of The Faculty Senate
April 20, 1984

Postponed 5/4/84 to next regular Senate meeting (9/21/84)

FACULTY SENATE COMMITTEES

1984-85 Session

Executive Committee (elected April 13, 1984)

AcadCen T-525	William B. Griffith, Chairman, Philosophy	6265/6366
Sto 418	Mary M. Cheh, Law	6748
AcadCen T-720C	Raymond R. Fox, Engineering	6915
Lish 101	Sherwin Greene, Urban & Regional Planning	7475
Ross 411	Norman C. Kramer, Medical	2797
Rice-8th Fl.	Lloyd H. Elliott, President, ex officio	6500

CHAIRMEN, STANDING COMMITTEES:

1. ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY - Professor John A. Frey
2. ALUMNI AFFAIRS (PROVISIONAL - 3 YEARS) - Professor Norman C. Kramer
3. APPOINTMENT, SALARY, AND PROMOTION POLICIES - Professor Lilien F. Robinson
4. ATHLETICS - Professor Joseph B. Levy
5. EDUCATIONAL AND ADMISSIONS POLICY - Assoc. Prof. Philip Robbins - Act.Chr., Fall '84;
Prof. Stefan O. Schiff - Chr., Spring '85
6. FISCAL PLANNING AND BUDGETING - Professor Rodney W. Eldridge, Fall '84;
Assoc. Prof. Anthony M. Yezer, ~~Act.~~ Chr., Spring '85
7. LIBRARY - Associate Professor Judith A. Plotz
8. PHYSICAL FACILITIES - Professor Richard A. Kenney
9. PROFESSIONAL ETHICS AND ACADEMIC FREEDOM - Professor John A. Morgan, Jr.
10. PUBLIC CEREMONIES - Professor Martha N. Rashid
11. RESEARCH - Professor Roger H. Lang
12. STUDENT FINANCIAL AID - Professor Raymond R. Fox
13. UNIVERSITY DEVELOPMENT AND RESOURCES - Associate Professor Michael S. Castleberry
14. UNIVERSITY AND URBAN AFFAIRS - Professor Ruth A. Wallace
- *15. JOINT COMMITTEE OF FACULTY AND STUDENTS - Assoc. Prof. Astere E. Claeysens, Jr.
Co-Chairperson

*Not a standing committee of the Faculty Senate

SENATE STANDING COMMITTEES
1984-85 Session

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chairman: Frey, John A., Prof., Romance Languages
Barnett, Shirley R., Assoc. Prof., Romance Languages
Breen, James L., Prof., HKLS
Brudno, D. Spencer, Instructor, Child Health & Development
Holmes, Everlena N., Assoc. Prof., HCS
Lake, Jerry L., Assoc. Prof., Art
Linkowski, Donald C., Prof., Education
Moore, Dorothy A., Prof., Education

ex officio:

Birnbaum, Philip S.,
Dean of the Medical
Center for Admin.
Affairs
Lange, Carl J., Vice
President for
Administration and
Research

ALUMNI AFFAIRS (3-YEAR PROVISIONAL)

*Chairman: Kramer, Norman C., Prof., Medicine
Regnell, Joan R., Assoc. Prof., Speech & Hearing
Yeide, Harry E., Jr., Prof., Religion

ex officio:

Jagoda, Barry, Director
of News and Public
Affairs
Lear, Sandra H.,
Director of Alumni
Relations
Worth, Michael J., V.P.
for Development

APPOINTMENT, SALARY AND PROMOTION POLICIES
(including Fringe Benefits)

*Chairman: Robinson, Lillian F., Prof., Art
Bowling, Lloyd S., Prof., Speech & Hearing
Burks, James F., Prof., Romance Languages
Dow, Miriam V., Asst. Prof., English
Eftis, John, Prof., CMEE
Johnson, Diana E., Assoc. Prof., Biology
Kirsch, Arthur D., Prof., Statistics
Oertel, Yolanda C., Assoc. Prof., Pathology
Ott, John E., Prof., HCS
Quitslund, Jon A., Assoc. Prof., English
Reeves, Philip N., Prof., HSA
Stallings, Loretta M., Prof., HKLS

ex officio:

Bright, Harold F.,
Provost
Johnson, William D.,
Associate Provost
Lange, Carl J., Vice
President for
Administration and
Research

ATHLETICS

*Chairman: Levy, Joseph B., Prof., Chemistry
Bielski, Lee S., Prof., Communications
Burdetsky, Ben, Prof., Business Administration
Caress, Edward A., Prof., Chemistry
Deering, Christopher D., Asst. Prof., Political Science
Gordon, Marvin F., Prof., Geography
Harvey, Jerry B., Prof., Management Science
McCarthy, John F., Jr., Assoc. Prof., Management Science
O'Rear, Charles E., Prof., Forensic Sciences
Packer, Randall K., Prof., Biology
Snodgrass, Jeanne E., Prof., HKLS
Wasserman, Alan G., Asst. Prof., Medicine
Weintraub, Herbert D., Prof., Anesthesiology

ex officio:

Bilsky, Steven,
Director of Men's
Athletics
George, Lynn H.,
Director of Women's
Athletics
Phelps, Marianne R.,
Asst. Provost for
Affirmative Action

EDUCATIONAL AND ADMISSIONS POLICY+

Acting Chairman: Robbins, Philip, Assoc. Prof., Journalism
Altshuler, David A., Assoc. Prof., Religion
Davis, Herbert J., Assoc. Prof., Business Admin.
Eife, Jonathan D., Assoc. Prof., Education
Fisher, Elizabeth A., Assoc. Prof., Classics
Gale, Arnold D., Asst. Prof., Neurology
Grimm, Theodore H., Jr., Registrar
Howard, Edward, student
Meltzer, Arnold C., Prof., EECS
Mergen, Bernard M., Prof., American Studies
Smythe, Robert T., Prof., Statistics
Southby, Richard F., Prof., HSA
Taragin, Morton F., Assoc. Prof., Physics

ex officio

Bright, Harold F.,
Provost
Ruth, Joseph Y., Asst.
Provost for Admissions
and Student Records
Stoner, George W.G.,
Director of Admissions

FISCAL PLANNING AND BUDGETING++

*Chairman: Eldridge, Rodney W., Prof., Inter. Finance
Logsdon, John M., Prof., Political Science
Lowe, John C., Prof., Geography
Mandel, H. George, Prof., Pharmacology
Nimer, Benjamin, Prof., Political Science
Shane, Presson S., Prof., Engineering Admin.
*Singpurwalla, Nozer D., Prof., Operations Research/Stat.
Wise, Jarrett M., Assoc. Prof., HCS
Yezer, Anthony M., Assoc. Prof., Economics

ex officio

Birnbaum, Philip S.,
Dean of the Medical
Center for
Administrative Affairs
Johnson, William D.,
Associate Provost

LIBRARY

Chairman: Plotz, Judith A., Assoc. Prof., English
Vison, Roderic H., Prof., History
Altebeitel, Alfred J., Prof., Religion
Johnson, Nancy Diers, Assoc. Prof., HKLS
Kim, Young C., Prof., Political Science
King, James C., Prof., Germanic Languages
King, Michael M., Assoc. Prof., Chemistry
Liebrenz, Marilyn L., Assoc. Prof., Business Admin.
McAleavey, David, Assoc. Prof., English
Phillips, Terence M., Assoc. Prof., Medicine
Poppen, Paul J., Assoc. Prof., Psychology
Smith, Carol, Instructor, Pathology
Sterling, Christopher H., Director, CTS
Thibault, Jean-Francois, Assoc. Prof., Romance Languages

ex officio

Bader, Shelley,
Director, Medical
Library
Caress, Edward A., Asst.
Dean, Graduate School
of Arts and Sciences
Head, Anita K.,
Librarian, Law Library
Rogers, Sharon J.,
University Librarian

PHYSICAL FACILITIES

*Chairman: Kenney, Richard A., Prof., Physiology
Balling, William J., Asst. Prof., CM/TR
Brown, James M., Prof., Law
Churchill, R. Paul, Assoc. Prof., Philosophy
*Greene, Sherwin, Assoc. Prof., Urban & Regional Planning
Khatcheressian, Norayr K., Assoc. Prof., Physics
Miller, Lenore D., Curator, Dimock Gallery
Perlin, Seymour, Prof., Psychiatry/Behavioral Sciences
Rowe, Walter F., Assoc. Prof., Forensic Sciences
Stephens, George C., Assoc. Prof., Geology
White, David G., Prof., Chemistry

ex officio

Dickman, Robert E.,
Asst. Treas. for
Facilities
Diehl, Charles E.,
Vice President and
Treasurer
Einbinder, John C.,
Asst. Treasurer for
Business Affairs and
Procurement

Member of the Senate

+(Chairman: Stefan O. Schiff, Prof., Biology - Spring Semester '85)

++(Acting Chairman: Anthony M. Yezer, Assoc. Prof., Economics - Spring Semester '85)

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

- *Chairman: Morgan, John A., Jr., Prof., Political Science
- Darr, Kurt J., Prof., HSA
- Englander, Ernest J., Asst. Prof., Business Admin.
- Gastwirth, Joseph L, Prof., Statistics
- Kaiser, Paula R., Emeritus Assoc. Prof., Anesthesiology
- Lipscomb, Diana L, Asst. Prof., Biology
- Loew, Murray H., Assoc. Prof., EECS
- Peyser, Paul S., Asst. Prof., Business Admin.
- *Pierpont, Howard C., Assoc. Prof., Surgery
- *Robinson, David, Jr., Prof., Law
- Silber, Tomas J., Assoc. Prof., Child Health & Development
- *Smith, George W., Prof., Education

ex officio

Linton, Calvin D.,
Dean, Columbian
College of Arts &
Sciences

PUBLIC CEREMONIES

- *Chairman: Rashid, Martha N., Prof., Education
- Becker, Joan A., Asst. Prof., Radiology
- Bell, Boris C., Director, Marvin Center
- Eastin, Roy B., Prof., Business Administration
- Grub, Phillip D., Prof., Business Administration
- Lingo, Jane T., Asst. Dir., News and Public Affairs
- Regnell, Joan R., Assoc. Prof., Speech & Hearing
- *Schiller, Lewis A., Prof., Law
- Vann, Margaret L., Dir., Career Plan. & Grad. (SGBA)

ex officio

Grimm, Theodore H.,
Jr., Registrar
Jones, Robert G.,
University Marshal

RESEARCH

- *Chairman: Lang, Roger H., Prof., Engineering
- Allee, John G., Prof., English
- Gupta, Murli M., Prof., Mathematics
- Harrington, Robert J., Assoc. Prof., EECS
- Headley, Anne R., Visiting Assoc. Prof., Mgt. Science
- Katz, Irving J., Prof., Mathematics
- Kessler, Craig M., Assoc. Prof., Hematology
- Kiper, Ali M., Prof., CMEE/SEAS
- Moser, Charles A., Prof., Slavic Languages
- Sten, Christopher W., Assoc. Prof., English
- Wells, Elizabeth F., Asst. Prof., Biology

ex officio

Bright, Harold F.,
Provost
Lange, Carl J., Vice
President for
Administration and
Research
Solomon, Henry, Dean
Graduate School of
Arts & Sciences

STUDENT FINANCIAL AID

- *Chairman: Fox, Raymond R., Prof., Engineering
- DeAtley, Craig, Asst. Prof., HCS
- Hollinshead, Ariel C., Prof., Medicine
- Huve Gerard P., Asst. Prof., Romance Languages
- Lenn, D. Jeffrey, Assoc. Prof., Business Admin.
- Quitslund, Sonya A., Asst. Prof., Religion
- Saenz, Pilar G., Assoc. Prof., Romance Languages
- Wright, J. Franklin, Jr., Prof., Drawing/Graphics

ex officio

Baker, Vicki J.,
Director, Student
Financial Aid,
Assistant Treasurer
Diehl, Charles E.,
Vice President and
Treasurer
Stoner, George W.G.,
Director of Admissions

Member of the Senate

UNIVERSITY DEVELOPMENT AND RESOURCES

- *Chairman: Castleberry, Michael S., Assoc. Prof., Special Ed.
- Bowles, L. Thompson, Prof., Surgery
- Dinwiddie, James F., Assoc. Prof., Engineering Administration
- Lappas, Nicholas T., Assoc. Prof., Forensic Sciences
- Reaman, Gregory H., Assoc. Prof., Child Health & Development
- Silver, Sylvia, Asst. Prof., Pathology
- Steiner, Carl, Prof., German
- *Tolchin, Susan J., ~~Assoc.~~ Prof., Public Administration

ex officio

Jagoda, Barry, Director
of News and Public
Affairs
Worth, Michael J., Vice
President for
Development

UNIVERSITY AND URBAN AFFAIRS

- *Chairman: Wallace, Ruth A., Prof., Sociology
- Aschheim, Joseph, Prof., Economics
- Delaney, Morgan, Asst. Prof., Medicine
- Holmes, Dennis H., Assoc. Prof., Education
- Lingo, Jane T., Asst. Director, News and Public Affairs
- Nashman, Honey W., Assoc. Prof., HKLS
- Shesser, Robert, Asst. Prof., Emergency Medicine

ex officio

Diehl, Charles E., Vice
President and Treasurer

The following committee is not a standing committee of the
Faculty Senate but is listed for your information:

JOINT COMMITTEE OF FACULTY AND STUDENTS

- *Co-Chairperson: Claeysens, Astere E., Jr., Assoc. Prof., English
- Abd Alla, Abd E. M., Prof., EECS
- Binder, Helga W., Asst. Prof., Child Health & Development
- Coffland, Mary Ann, Assoc. Prof., Romance Languages
- Guenther, Roy J., Assoc. Prof., Music
- Wagner, Gerald E., Asst. Prof., Microbiology
- Yeide, Harry E., Jr., Prof., Religion

ex officio

(To be appointed)

*Member of the Senate

A RESOLUTION OF APPRECIATION (84/7)

WHEREAS, Harold Frederick Bright has earned and held the respect, gratitude, and affection of all the varied components of this complex academic community; and

WHEREAS, his services to the Faculty Senate as elected member, ex officio member, colleague, and friend richly deserve acknowledgement and applause; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the following citation be issued:

In recognition of his contributions to The George Washington University as Professor of Statistics; Chairman of the Department of Statistics; Associate Dean of Faculties; Acting Dean of the School of Government, Business, and International Affairs; Vice President for Academic Affairs; and Provost;

In recognition of his service as Vice President of the Faculty Assembly, as presiding officer at many meetings of the Faculty Senate (many of them protracted despite his best efforts), and as a helpful and productive member of Senate committees;

Especially in recognition of his balanced perspective, his honesty and forthrightness, and his (usually) unfailing good humor that have marked his relationship with the Faculty Senate and its Executive Committee;

Upon the occasion of the retirement of a valued colleague and friend

THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

CITES

HAROLD FREDERICK BRIGHT

FOR

DISTINGUISHED SERVICE



Lloyd H. Elliott
Lloyd H. Elliott
President

May 4, 1984

Edwin L. Stevens
Edwin L. Stevens
Howard C. Pierpont
Howard C. Pierpont
John A. Morgan, Jr.
John A. Morgan, Jr.
Peter P. Hill
Peter P. Hill
William B. Griffith
William B. Griffith
Chairmen, Executive Committee



THE
GEORGE
WASHINGTON
UNIVERSITY

Washington, D.C. 20052 / Department of Romance Languages & Literatures / (202) 676-6330

May 2, 1984

ANNUAL REPORT: ADMINISTRATIVE AFFAIRS AS THEY AFFECT THE FACULTY

This Committee met six times: December 9, 1983; January 30, 1984; March 9, 1984; March 23, 1984; April 6, 1984; and April 27, 1984. The following were areas of concern to the Committee:

I - Degree granting between the various college units:

This question was brought to the Committee as a result of conversations with students who found themselves caught between Columbia College and SPIA. This was followed by a communication to the Chair from Acting Dean of SPIA affirming the value of joint degree programs as long "... as all major requirements are met in both schools." The same memorandum cited the precedent of the combined Master of Arts and Juris Degree Program administered by SPIA and the National Law Center. This was the extent of the Committee's involvement. Perhaps a dimly perceived administrative and academic evolution is underway in this regard, but this cannot be determined by the Committee at this time.

II - Clarification of Administrative Priorities:

This was a suggestion by a Committee member as the Committee continually tries to seek a definition of its functions and charges. After some discussion in the meeting of December 9th, which centered on budgetary priorities and discussion of whether or not the Committee could even have access to such information, it was decided that the matter was not relevant to the Committee.

III - Poll of the Graduate Teaching Assistants:

This, of course, was a primary function of the Committee during the previous Senate session. The results of our poll were mailed to all department chairs on November 28, 1983, and a delayed response and communication and appreciation was received from the Department of History on December 5, 1983. At the meeting of December 9th there was further discussion of the poll. It was noted that there was still widespread interest in our survey; the Committee will continue to receive reports, and will serve as a depository for these documents which may be examined by any interested party. It was pointed out that our survey was not the most accurate or scientific with some confusion existing in regard to our questions on salary, stipend and tuition. The Committee's concern with the situation at George Washington University of the graduate teaching assistants is only one aspect of the university-wide concern which has been reflected in the Office of Planning and Budget, and in a meeting and resolution by Columbian College of Arts and Sciences in early spring of 1984. The concern regarding graduate teaching assistants seems to be fully situated within the various college boundaries.

IV - Parking:

Concern about parking regulations and fees was brought up at the December 9th meeting. It was pondered whether or not faculty members who arrange for 10-month parking should have to pay a pro-rated fee for parking in late August when they are required to be on campus in preparation for the fall semester. One member spoke of "road blocks", literally and figuratively, to keep faculty members from getting on campus. More flexibility seemed to be recommended but the Committee took no action. At the meeting of April 27th, however, it was decided that a letter of inquiry about this question would be sent to the parking office. In preparing this annual report, the Chair (Frey) notes that he has been nominated for appointment by the President to the Committee on University Parking, thus enabling him to convey directly to that Committee the sentiments expressed this year in Administrative Affairs. On the other hand, since the Chair takes the metro to the University, he cannot offer much parking expertise to the Committee.

V - Faculty legal liability:

On January 11, 1984, the Committee received a communication from the Chairman of the Executive Committee concerning faculty anxiety about liability for suit and potential expenses of legal defense. Professor Morgan's memorandum was accompanied by an article from The Chronicle of Higher Education (October 19, 1983) entitled, "The Complicated Case of the Professor, the Student, and the Motorcycle Gang". It was recommended that the Committee contact the Provost, which it did and which resulted in the Provost attending the Committee's meeting on March 23rd. The Provost's remarks were reassuring, and especially so, with the distribution of a document which clearly indicates that the University does defend faculty members who are acting within the scope of duties as faculty appointees.

VI - Compensation of Part-Time Faculty:

This was the major concern of the Committee during this Senate year. Although this matter concerns primarily the Committee on Salaries and Appointments, it was felt that we could look into policy, and this we have done with the approval of the Salaries and Appointments Committee. All aspects of salary and benefits were discussed, and a poll to be sent to neighboring institutions and across the country to a small group of schools similar to George Washington University was prepared by our able pollster, Shirley Barnett, and refined by the Committee at its last meeting on April 27th. Since no one would reply to any poll at this time of the academic year, it was decided to postpone the mailing of the poll until October 1984.

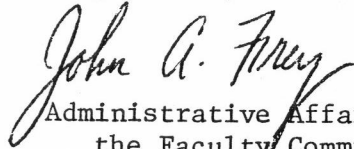
VII - Office of International Students:

The Committee again expressed its support for the Office of International Students, wondering, given the importance of foreign students on this campus, whether or not it was receiving sufficient support. Dr. McMillan spoke to the Committee on March 23rd, and from her the Committee learned that due to the recent commitments of the administration to her office they have been able to improve (or shortly shall) their services to the international students, especially through increased advising, counseling and caring as opposed to the office's legal functions. The Committee affirmed its support for Dr. McMillan's office, and stands ready to be of service to the International Student's Office whenever called upon.

VIII - Agenda for the next year:

The first task will be the distribution of the poll mentioned in VI above. In addition, the Committee is interested in speaking with the Security Office. Furthermore, the issue of classroom housekeeping, classroom assignment for various types of instruction, and noise pollution (issues which keep surfacing in this Committee) certainly will be considered.

Respectfully submitted,

A handwritten signature in cursive script, reading "John A. Frey". The signature is written in dark ink and is positioned above the typed name and title.

Administrative Affairs as They Affect
the Faculty Committee

Avery D. Andrews
Galip M. Arkilic
Ruth A. Bari
Shirley R. Barnett
Philip S. Birnbaum
Diane M. Brewer
John A. Frey (Chair)
James King
Jerry L. Lake
Carl J. Lange
W. Douglas Maurer
Dorothy A. Moore
Lewis A. Schiller
Lois G. Schwoerer

SENATE COMMITTEE
ON APPOINTMENT, SALARY, PROMOTION POLICIES
(INCLUDING FRINGE BENEFITS)

ANNUAL REPORT

The committee on Appointment, Salary, Promotion Policies held seven meetings during the 1983-1984 term. The following items came before the committee:

1. Inclusion of Statement on Tenure in the Faculty Code
 - a. The committee resumed study and discussion of its previously introduced and tabled resolution.
 - b. After considerable deliberation the resolution (82/9) was resubmitted to the Faculty Senate. It was approved as amended.
2. Consideration of the Role of the Appointment, Salary, Promotion Committee Regarding Faculty Salary Increase Decisions
 - a. The committee responded to a request of the Executive Committee to consider policies and procedures concerning decisions made on increases in faculty salaries for 1984-1985 and the general role of the committee in future decisions regarding salary increases and distribution among ranks.
 - b. These issues were considered and questions addressed to Associate Provost William Johnson (ex officio member of the committee) regarding current practice and greater future involvement of the Appointment, Salary, Promotion committee in budget planning regarding faculty salaries.
 - c. It was agreed that the committee should have an advisory role in future determinations. Mr. Johnson welcomed this role for the committee and it was decided that the committee would begin by addressing the issue of spread between the ranks as well as the general standing of G.W.U. faculty salaries in reference to AAUP levels.

- d. The committee concluded that its role should be in shaping rationale for salary increases, recommending goals to be met within the University and its divisions, while the implementation of policy was the function of the Budget Office.

3. Establishment of Salary Minimum Levels for the Ranks of Assistant and Associate Professor

- a. Pursuant to the deliberations cited above (item 2), a subcommittee (Prof. Arthur Kirsch, Prof. Richard Ericson) reviewed AAUP salary guidelines, G.W.U. salaries by schools and in Columbian College divisions.
- b. Using General Services guidelines for beginning salaries of individuals of comparable educational levels, minimum salary levels for the ranks of Assistant and Associate were suggested to the committee.
- c. This report and proposals were considered by the committee. Mr. Johnson subsequently reviewed the materials presented, investigating the possibility of implementation of the suggested minimums for new appointees and current faculty members whose salaries fall below the suggested minimum.
- d. Mr. Johnson reported that minimum levels were being established, and individuals affected identified and, chairmen given the opportunity to recommend appropriate adjustments.

4. Faculty Salary Distribution for Females and Minorities

- a. A subcommittee (Professors Lloyd Bowling, Diana Johnson, Loretta Stallings, Lilien Robinson) undertook one of the committee's periodic reviews of female/minority salary levels.
- b. Discussions were held with Dr. Marianne Phelps, Assistant Provost, and salary data studied.
- c. The subcommittee and Dr. Phelps were in agreement that with a very few exceptions, salary levels of individuals of equivalent number of years in rank were comparable.
- d. Those salary levels not appearing comparable have been identified for additional study by Dr. Phelps and her staff and will be discussed with the subcommittee upon the availability of additional data.

5. Health Benefits

- a. The committee discussed present cost to junior faculty of Blue Cross/Shield coverage and the possibility of some cost adjustment.
- b. The matter was referred to Dr. Carl Lange for consideration together with a request for review of a benefits handbook from Washington University as a comparison to benefits offered at G.W.U.
- c. Dr. Lange reported that benefits offered at the two universities were comparable in general. He also reported that adjustment of benefits cost to junior faculty was judged not feasible for budgetary reasons as well as the difficulty in identifying those faculty and staff members who would be eligible.

6. Sabbatical Leave for Non-tenure-accruing Faculty

- a. The committee considered the question (referred by the Executive Committee) of sabbatical leave for non-tenure-accruing faculty.
- b. Accordingly, Resolution (84/2) will be presented at the May Senate meeting.
- c. On the recommendation of a subcommittee of one (Prof. Jon Quitslund), with the committee's approval, the resolution provides for the amending of Section VI-B of the Faculty Code to include the granting of sabbatical leave to non-tenure-accruing faculty.

7. Gradual Retirement

- a. The committee completed its study of gradual retirement and current approaches and practices of early retirement at the University.
- b. A resolution (84/3) resulting from the work of a subcommittee of one (Prof. Joseph Levy) was drafted by the committee.
- c. A resolution providing for an inclusion of a statement on gradual retirement in the Faculty Code will be presented at the May Senate meeting.

8. Matters Still Pending

- a. Mental Health Benefits

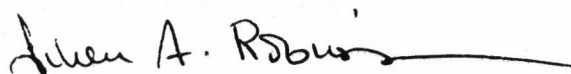
The committee received a request for consideration of the addition of coverage for psychiatric and psychological treatment. The

committee agreed upon the desirability of such an addition and referred the item to Dr. Lange for additional study.

b. Report of the Reich Committee

The committee began a study of the Reich report. That study has not been completed and is being submitted to the 1984-1985 Appointment, Salary, Promotion Policies committee.

Respectfully submitted for
the committee,



Lilien F. Robinson
Chairman

Members of the Committee

Bowling, Lloyd S., Prof., Speech and Hearing
Burks, James F., Prof., Romance Languages
Dow, Miriam V., Asst. Prof., English
Ericson, Richard F., Prof. Management Science
Johnson, Diana E. Asst. Prof., Biology
Kirsch, Arthur D., Prof. Statistics
Levy, Joseph, Prof., Chemistry
Oertel, Yolanda, Assoc. Prof., Pathology
Ott, John E., Prof., HCS
Quitslund, Jon A., Assoc. Prof., English
Reeves, Philip N., Prof., HSA
Stallings, Loretta M., Prof., HKLS
Solomon, Lewis D., Prof., Law
Zaghloul, Mona E., Asst. Prof., EECS

ex officio:

Bright, Harold F., Provost
Johnson, William D., Associate Provost
Lange, Carl J., Vice President for Administration and Research

SENATE COMMITTEE ON FISCAL PLANNING AND BUDGETING

Annual Report
1983-84

The Committee met a number of times and was briefed on current budget matters by Provost Johnson and Mr. Shoup. At the outset of the year, two major agenda items were established. One item was the consideration of a "philosophy of tuition" and the other item was an examination of the role of endowment revenues in the funding of University operations. As discussions proceeded, it was concluded that the first question, i.e., tuition philosophy, was the more inclusive and that the two issues were not fully separable. Accordingly, a subcommittee (comprising Professors John Logsdon, Anthony Yezer and Rodney Eldridge) was established to explore the elements of a philosophy of tuition.

The subcommittee took, as a major premise, the concept that the setting of tuition rates and fee structures is an important tool for the University's management. Discussions within the subcommittee and within the Committee as a whole, though useful in exploring the dimensions of the topic, yielded no clear consensus as to the probable results of any particular application of the "tool," nor as to the ordering of priorities of objectives attainable through such "management."

The Committee believes that the articulation of George Washington University's philosophy of tuition, and its communication to the various constituencies of the University, continues to be an important, albeit difficult, task. Provost Johnson has invited the successor committee to work with him and his staff to that end.

ex officio:

Philip S. Birnbaum
William D. Johnson

Respectfully submitted,

(Chair)	Rodney W. Eldridge	John M. Logsdon
	Joseph A. Greenberg	Harold G. Mandel
	Richard A. Kenney	Anthony J. Mastro
	T.P.G. Liverman	Presson S. Shane
		Anthony M. Yezer

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C. 20052

April 27, 1984

ANNUAL REPORT OF THE FACULTY SENATE LIBRARY COMMITTEE

1. This report follows Chairman Guido E. Mazzeo's interim report dated October 11, 1983.
2. The committee has met four times this year, on September 29, October 28, December 8, and February 23. The fifth meeting proposed, a visit to the Jacob Burns Law Library, has been postponed until the fall at the request of Mrs. Anita K. Head. A final meeting, regularly devoted to Gelman Library plans for the following year, is inappropriate this semester, for Gelman is clearly in a holding pattern.
3. Our committee has this year truly become a forum for the three libraries, Gelman, Burns, and Himmelfarb. Cordial and positive relations have developed, for which the committee is grateful to Mrs. Connie K. McCarthy, Mrs. Anita K. Head, and Ms. Shelley Bader, who with their staff members continue to receive our inquiries and requests with equanimity.
4. Our exploration of bibliographic and other instructional services at the three libraries has been heartening. The need continues to involve all our colleagues somehow in these activities. Often our students are more receptive than we professors to bibliographic and other reference resources.
5. At the request of Dean Henry Solomon, Chairman of the Search Committee for the University Librarian, members of the Faculty Senate Committee on the Libraries met with the seven principal candidates in December and January; we supplied input to the selection process. We note with delight the appointment of Dr. Sharon J. Rogers and are looking forward to her arrival on July 1.
6. The committee has shared in the festivities attending the addition of the millionth volume to the collections of the Melvin Gelman Library and the tenth (actually the eleventh) anniversary of the Gelman facility, which the University began to use in May, 1973.

A.D. Andrews, History
I. Azar, Romance Languages
S. Berkovich, EECS
D. Buzby, GWUSA Representative
J. Hilmy, Accounting
N.D. Johnson, HKLS
J.C. King, Germanic Languages
Acting Chairman, spring 1984
M.M. King, Chemistry
N.L. Liebrez, Business Administration

Guido E. Mazzeo, Romance Languages
Chairman, on sabbatical leave
spring 1984
D. McAleavey, English
E.O. Pederson, Geography
T.M. Phillips, Medicine
Ex officio:
Shelley Bader, Himmelfarb Library
E.A. Cares, Asst. Dean, GSAS
A.K. Head, Burns Library
C.K. McCarthy, Gelman Library

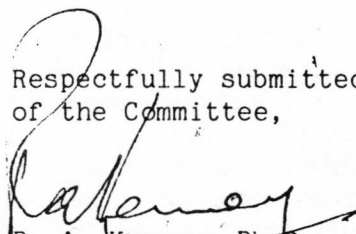
For the Committee

James C. King
James C. King
Acting Chairman

Annual Report of the Faculty Senate Committee on Physical
Facilities for Academic Year 83-83

1. The committee met on five occasions during this period and received regular reports from Mr. Dickman on the progress of the ongoing campus projects. These included the installation of commemorative plaques on the sites of the Lenthall and Ray houses, the installation of descriptive plaques on the Red Lion Row properties and the development of proposals relating to the portion of Eye Street fronting Red Lion Row (2000 Pennsylvania Avenue Project).
2. The committee, through a subcommittee, agreed to a request that a part of the very successful "Three Sites" exhibit be moved to 2000 Pennsylvania Avenue for the opening of the new facility. This exhibit received very favorable comment and will probably remain in some form in the building.
3. The committee received as on-going business from the previous committee, the question of adequacy of audio-visual facilities. Discussion of this item led to the development of a questionnaire. There was a good response rate and the general outcome was confirmation that a majority of departments find the facilities less than adequate. The committee recommends that the next committee continue study of this area and suggests the development of an inventory of A-V equipment and facilities which are available.
4. The committee discussed minimal and optimal standards of equipment of teaching spaces with a view toward establishing target standards for use when spaces undergo periodic renovation.
5. The committee, on its own initiative, undertook discussion of the desirability of establishing a formal reception area on campus with the further objective of providing a site in which the University's very significant collection of historic furniture and artifacts, presently in storage or in scattered locations, might be displayed. The committee received a presentation from Professor Miller demonstrating these holdings and some of the potential locations for what the committee came to call a "President's Parlour". It is recognized that working towards such an objective is a long-term project which will probably involve the efforts of several succeeding committees.

Respectfully submitted on behalf
of the Committee,


R. A. Kenney, Ph.D.
Chairman

J. L. Breen	D. Buzby
R. P. Churchill	M. Footer
S. Greene	N.K. Khatcheressian
A.M. Kiper	L. Miller
W. F. Rowe	B. W. Sabelli
G. C. Stephens	D. G. White
R. E. Dickman	C. Diehl
J.C. Einbinder	



THE
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Washington, D.C. 20052 / Department of Philosophy / (202) 676-6265

COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

Annual Report: 1983-84 Term

The Committee convened thirteen times during the year. In descending order of priority, the Committee took up the following matters, with outcome as shown:

1. Revision of Faculty Grievance Procedures. The greatest portion of Committee time was devoted to careful consideration of the recommendations of the Report of the Special Committee of One to Propose Changes in Faculty Grievance Procedures (the "Morgan Report"). The recommendations of this Committee, in the form of three Resolutions (84/4, 84/5, 84/6) accompanied by a Special Report, are being placed before the Senate at its May 4th meeting. Nothing will be added here except an expression of sincere thanks on behalf of the Committee to the many members of the faculty who gave us the benefit of their views on the existing grievance procedures or the proposed changes. This thoughtful and wide-ranging advice, together with the usual splendid cooperation of the Coordinator of Senate Activities and her assistant in making documents, reports and transcripts of previous grievance proceedings available to us for study, greatly contributed to whatever solidity the Committee's recommendations may possess. We are grateful for this vital help.

2. Report of the Special Committee on Non-Tenure Accruing Faculty Members (the "Reich Report"). After a preliminary discussion in the full committee, this Report was committed to subcommittee (Professors M. Loew, D. Silber, G. Smith). After a substantive review the subcommittee reported that in its view the Reich Report's recommendations appear to leave too many old uncertainties unresolved, and may create difficult new ones. By Committee vote this matter is being held over as continuing business for next year's committee, with hope of formulating recommendations to the Senate early in the Fall term.

3. Selective Service Registration/Student Aid Linkage. The Committee voted to ask that this problem be reassigned to the Joint Committee of Faculty and Students, so that any recommendations to the Senate would include student views.

4. Professor Frey's Allegations of Faculty Intimidation of Students. In response to Professor Frey's remarks to the Senate (Meeting of November 11, 1983), the Executive Committee asked advice on addressing this problem. While this issue was considered only briefly, the Committee's view is that adoption by the Senate of our recommendation that the grievance procedures be expanded to consider charges of faculty misconduct short of those required to "dismiss for cause", may provide an appropriate process for dealing with any such future occurrences which may be brought to the attention of any faculty member.

5. Request by School of Engineering and Applied Science for Faculty Organization Plan Review. Referred by the Executive Committee in November, this issue, essentially concerned with allocation of senate seats, was laid aside for later consideration. By vote of the Committee it is made continuing business for next year.

6. Policy Statement by ACLU on University and Contract Research. The Committee declined to take the leading role in responding to this Policy Statement, but would be glad to cooperate with any of the other Senate Committees from which the Executive Committee also invited comment.

In my capacity as chairman, I should like to add my personal deep thanks to the following for their splendid cooperation and help during the year: first, to all the members of this Committee, the most uniformly cooperative and hardest-working group it has been my privilege to chair; next, to Doris Trone and Ramona Edwards of the Senate Office, whose support to our Committee's work was both timely and gracious; and finally, to Stephannie Whiting, Philosophy Department Secretary, who cheerfully bore the heavy burden of typing endless drafts and preparing carefully the final collated version of our proposed revisions to the Code.

Respectfully submitted,


William B. Griffith, Chairman

Members:

Kurt J. Darr, Health Services Administration
Ernest Englander, Business Administration
Paula R. Kaiser, (Emeritus)
Murray H. Loew, Engineering
Robert E. Park, National Law Center
Howard C. Pierpont, Surgery
David E. Silber, Psychology
George W. Smith, Education
James E. Starrs, National Law Center
Calvin D. Linton, Dean, ex officio

Faculty Senate Committee on Public Ceremonies

Annual Report: 1983-1984

The Committee on Public Ceremonies met on July 28, 1983; October 11, 1983; November 18, 1983; and March 6, 1984. At all of these meetings the Committee received, discussed and acted upon reports from the various subcommittees which include the following:

Committee for Opening Convocation: Alan Wade, Chairman

Committee for Considering a University Honors Convocation:
John Perkins, Chairman

Committee on Commencement Speakers and Honorary Degrees:
Robert Jones, Chairman

Committee on Commencement Weekend: Brian Selinsky, Chairman

Committee for Recognition of Retiring Faculty: Dorothy Moore,
Chairman

The Commencement Weekend Subcommittee presented Resolution 84-1 (which is on the May 4 Faculty Senate agenda) to the full committee which passed it unanimously during its March 6 meeting. In addition the Subcommittee on Opening Convocation, with full committee approval, forwarded a proposal to the Educational and Admissions Policy Committee on the date and time for holding the 1985 and subsequent opening convocations. The response from the EAPC to this proposal has been received and will be discussed by the subcommittee at their next meeting.

I wish to thank the chairmen of the subcommittees for discharging their responsibilities in such an exemplary fashion and all of the members of the subcommittees and the Public Ceremonies Committee. As is evident from the list of subcommittees and the variety of tasks assigned to them, public ceremonies at GW certainly are "alive and well". The complex planning, logistics, and plain hard work involved in putting on successful public ceremonies became apparent to me as I attempted, for the first time, to coordinate the activities of the Committee on Public Ceremonies.

I must conclude this report by expressing special thanks to University Marshall Robert Jones who spent a great deal of time giving me information, guidance and moral support; to Boris Bell who was very helpful in orienting me to the task; and to Robert Guarasci for his productive efforts in representing the students.

Members of the Public Ceremonies Committee:

Professor Martha Rashid, Chairman
Professor Joan A. Becker
Mr. Boris C. Bell
Mr. David S. Brown
Professor A. E. Claeysens, Jr.
Ms. Claudia Derricotte
Professor Roy B. Eastin
Professor Phillip D. Grub
Mr. Bob Guarasci
Ms. Sandra Lear
Ms. Jane Lingo
Professor David C. Lowther
Mr. John E. Perkins
Professor M. Elizabeth Tidball
Ms. Margaret L. Vann
Professor Alan G. Wade
Mr. Theodore H. Grimm, ex officio
Dr. Lloyd H. Elliott, ex officio
Dr. Robert G. Jones, ex officio

MR:jl



THE
GEORGE
WASHINGTON
UNIVERSITY

Greek
Hebrew
Latin

Washington, D.C. 20052 / Classics Department / (202) 676-6125

SENATE RESEARCH COMMITTEE

ANNUAL REPORT

1983-84

The Senate Research Committee met twice in full session during this academic year (November 16, 1983, and January 12, 1984). Our main concern was the continuation of two activities that we hope will become annual projects: the Bibliography of Faculty Publications (Volume II, covering the academic year 1982-83) and the "Third Annual Exhibit of Faculty Publications" (scheduled to take place in the first floor of the Gelman Library during the month of September, 1984). The work of preparing the Bibliography for publication is being done by Assistant Provost Margaret P. Trexler, who expects the second volume to be ready for distribution by September (in time for the book exhibit). Sub-committees of the Senate Research Committee will continue to advise on both of these projects.

Members of the Committee

John G. Allee, Jr.
Otto Bergmann
Raymond S. Cottrell
Joseph L. Gastwirth
Murli M. Gupta
Dennis M. Hitchcock
Craig W. Linebaugh
William H. Marlow
Charles A. Moser
Alan G. Wasserman
Robert C. Waters
Elizabeth F. Wells
Giles C. Wooding
John E. Ziolkowski, Chairman

ex officio:

Harold F. Bright, Provost
Carl J. Lange, Vice President
for Administration and
Research
Louis H. Mayo, Vice President
for Policy Studies and
Special Projects
Henry Solomon, Dean, Graduate
School of Arts and Sciences

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

May 1, 1984

Faculty Senate Committee
on
Student Financial Aid

In keeping with its mandate of evaluating the distribution of University financial aid funds, the Faculty Senate Committee on Student Financial Aid met on November 15, 1983 to discuss the Honor Scholarship program and the appointment of an administrative committee designated to review financial aid awarding policies in terms of the University's ability to recruit and retain students.

With regard to the first item, the Committee noted that the Honor Scholarship program which awards half tuition scholarships to academically excellent freshmen, without regard to need, had been most successful in attracting geographically diverse, talented students to the University. No change to this program was recommended although the Committee did request that the Office of Student Financial Aid provide the members with retention statistics of honor scholarship recipients for future discussion.

Although there were no faculty members appointed to the administrative committee on student financial aid, the Chairman was advised that the committee's full report would be provided to the Faculty Senate Committee on Student Financial Aid for examination and comment. The timing of this final report precluded any further meetings of the Faculty Senate Committee during the 1983-84 academic year, but the report will serve as the basis for the initial meetings of the 1984-85 session.

The Committee was enthusiastic in its efforts and always willing to assist in the shaping of new policies for the administration of the University's financial aid programs.

Respectfully submitted,

Raymond R. Fox
Raymond R. Fox, Chairman

Committee Members:

A. Hollinshead, G. Huve, J. Lenn, S. Quitslund, J. Thibault, J.F. Wright
ex officio:

V. Baker, G. Stoner, C. Diehl

ANNUAL REPORT OF THE COMMITTEE ON UNIVERSITY

DEVELOPMENT AND RESOURCES

Submitted to the Faculty Senate,
May 4, 1984, by Susan J. Tolchin,
Chairperson

I. Members of the Committee:

Bowles, L. Thompson, Medical School
Courtless, Thomas L., Sociology/Law
Garner, Nathan C., Communication and Theater
Gordon, Marvin F., Geography
Rooney, Frank, J., Accounting
Silver, Sylvia, Pathology
Steiner, Carl, German
Tolchin, Susan J., Public Administration

Ex Officio:

Malcolm E. O'Hagan, Valve Manufacturers Association
Barry Jagoda, News and Public Affairs
Michael Wirth, Development Office

II. Agenda of the Committee:

A. Benefits Seminar

The success of previous workshops on financial planning for faculty and staff encouraged our committee, in conjunction with the Development Office, to sponsor an all day seminar this year, held on March 31st. Over 100 members of the university community participated in the workshop, and by all accounts we can consider our efforts a success. The Committee would like to extend special thanks to Jerry Anderson of the Development Office, who worked very hard all year to make the seminar substantive and stimulating. We would also like to thank President Lloyd Elliott, whose eloquent and informative luncheon address added lustre to the day's events.

The seminar covered a wide range of topics, as a synopsis of the program indicates:

Overview of TIAA/CREF Benefits	David Shunk, C.L.U., TIAA/CREF Advisory Officer
Retirement Plan and Supplemental Retirement Annuity--Decisions Individuals Must Make	R. Brian Cressey, TIAA/CREF Benefit Plan Counselor
TIAA and CREF Investment Performance	David Shunk, C.L.U., TIAA/CREF Advisory Officer
Question and Answer Period on TIAA and other University Benefit Plans	David Shunk, C.L.U.: R. Brian Cressey and Tom Rogers, Manager, Records and Benefits, Dept. of Personnel Services
The Tax Savings, Income Advantages and Philanthropic Benefits of Charitable Planned Giving	Philip J. Sweeney III, Esq. Partner with Reasoner, Davis and Vinson
Personal Financial Planning	Dr. Neil Cohen, Asst. Prof. of Business Admin.
Investment Opportunities	Sandra Baxt, Account Executive, E.F. Hutton & Co.

B. Internal Image of the University

The Committee met several times throughout the academic year to discuss an agenda item brought up at our first meeting: the internal image of the university. Members of the committee felt that the university suffered from an internal image that did not reflect the sum of its parts. We agreed that the strengths of the university were not being communicated adequately throughout the faculty and student bodies, and began to address this problem. Our discussions were fruitful but inconclusive. To some extent, we also felt that since various other groups --both internal and external-- were beginning to address this problem, perhaps our efforts were duplicative. Since no conclusions were reached, next year's committee might decide to pursue this agenda item.

1983-84 Annual Report of the Joint Committee of Faculty and Students

The Joint Committee met in full session three times during the academic year 1983-84. In addition, subcommittees working on the draft policy on academic dishonesty and the 8th Annual GW Awards met throughout the spring semester. Following are the major activities of the year:

1. The first three meetings of the year were concerned primarily with the draft policy on academic dishonesty reported out of subcommittee at the final meeting of 1982-83. The new committee studied the draft document, considered alterations, and in the third meeting of the year approved the revised document for referral to the Faculty Senate. A subcommittee was appointed to reword specific sections of the document and to include the approved alterations in the document to be presented to the Senate. The policy will be placed on the agenda of the Faculty Senate at the second or third meeting of the 1984-85 academic year.
2. The committee spent time in discussion of the issue of federal policy procedures as they relate to draft status of students receiving financial aid. No action was taken.
3. The committee continued its discussion on campus daycare needs. No action was taken by the committee.
4. The Subcommittee on the 8th Annual GW Awards implemented the selection procedures for making these awards at the May, 1984, commencement.

Respectfully submitted,

Michael Castleberry, Jim Shuler
Co-Chairmen

Members, 1983-84

Michael S. Castleberry
David L. Atkins
Mary Ann Coffland
Robert G. Jones
Paul Malone
Roger E. Schechter
Max Ticktin
*Ron Collins
*Lois Goldberg
*Missy Kahn
*Julie Levi

*Nancy Saliunas
*Jim Shuler
*Phil Sobocinski

Ex officio, non-voting

Gail Hanson
Calvin D. Linton
John F. Lobuts
John E. Perkins
*Amy Abrams

ANNUAL REPORT OF THE EXECUTIVE COMMITTEE
OF THE FACULTY SENATE
(1983-84)

The Executive Committee arranged the agenda for nine regular meetings of the Faculty Senate held during the 1983-84 Session. The attached tabulation of resolutions summarizes the major formal actions taken.

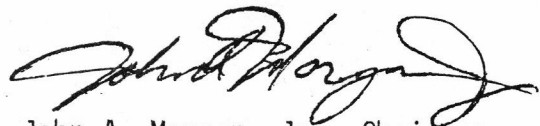
At the beginning of this session one grievance case was in process. A formal hearing and an appeal were completed in the case of Nicholas Kyriakopoulos against the Department of Electrical Engineering and Computer Science and the record of the case was transmitted to the President and Board of Trustees for final disposition. During the session special mediation committees were elected in two cases, David Goodenough vs. The School of Medicine and Health Sciences and Bruce E. Committee vs. the Department of Accounting and the School of Government and Business Administration. In the former, the special mediation committee succeeded in effecting a resolution; in the latter, a formal proceeding is now underway. In addition, six cases of administrative non-concurrences in faculty personnel recommendations were referred to the Executive Committee. Three were resolved, two were not resisted by the relevant faculty unit, and one remains unresolved.

Other business of the Executive Committee included serving as the Senate's committee on committees, nominating members and chairmen of standing and special committees of the Senate and administrative committees as requested by the President; acting as an advisory body to the President; and, through the Senate Office, assisting the Grievance Committee and facilitating various activities of Senate committees. The Committee also participated in planning the Fall Convocation held in September and the Annual Faculty Recognition Luncheon held in April. The Committee wishes to record its gratitude and appreciation to the President, the Committee on Public Ceremonies, the University Marshall, and the numerous other individuals who contributed time and effort in organizing those ceremonial functions.

The Executive Committee expresses its thanks to all standing and special committees for their contributions to the work of the Senate. We commend those members of the faculty who have served their colleagues as members of the Grievance Committee and as members of mediation and other special committees. The Committee also thanks the administration for its cooperation throughout the session and expresses its appreciation to Ms. Doris Trone and Ms. Ramona Edwards for their contributions to the successful conduct of Senate business.

Executive Committee Members

Sherwin Greene
Norman C. Kramer
Robert E. Park
Stefan O. Schiff
Lloyd H. Elliott, ex officio



John A. Morgan, Jr., Chairman

April 30, 1984

RESOLUTIONS 1983-84 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
83/1	5/6/83	A Resolution Concerning Admission Procedures for International Students	Adopted, as corrected	Accepted by the President 5/2/84
83/2	10/14/83	A Resolution to Discontinue the Senate Standing Committee on Admissions and Advanced Standing and to Rename the Committee on Educational Policy	Adopted	Accepted by the President 5/2/84
83/3	11/11/83	A Resolution Concerning Faculty Senate Executive Committee Consultative Role in the Appointment of Administrative Officials	Adopted	Accepted by the President 5/2/84
83/4	1/20/84	A Resolution Regarding the Commemoration of the Birthday of Martin Luther King, Jr.	Adopted	Accepted by the President 5/2/84
83/5	2/10/84	A Resolution to Amend the Bylaws of the Faculty Senate to Dispense with the Reading of Minutes -	Adopted	Accepted by the President 5/2/84
83/6	2/10/84	A Resolution to Amend the Bylaws of the Faculty Senate to Permit the Executive Committee to Cancel Regular Meetings for Which there is not Sufficient Business.	Adopted	Accepted by the President 5/2/84
83/7	3/9/84	A Resolution to Amend the Academic Calendar	Adopted	Accepted by the President 5/2/84
83/8	3/9/84	A Resolution to Standardize the Disposition of the Grade of "Incomplete"	Tabled, as amended	
(continued)				

RESOLUTIONS 1983-84 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
(82/9)	Reintroduced 4/13/84	A Resolution to Amend the Faculty Code to Include a Statement on Criteria for Tenure	Adopted, as amended	Original Res. 8/11 introduced and referred 2/26/84; substitute Res. 82/9 introduced and postponed 4/8/83. Will be recommended for approval to Bd. of Trustees
(83/8)	Reintroduced 4/13/84	A Resolution to Standardize the Disposition of the Grade of "Incomplete"	Defeated	Original Res. 83/8 introduced and tabled 3/9/84
83/9	4/13/84	A Resolution to Change the Meaning of the "Z" Grade	Adopted	Accepted by the President 5/2/84
83/10	4/13/84	A Resolution of Appreciation (for Professor John A. Morgan, Jr.)	Adopted by acclamation	No action necessary

A TRIBUTE TO PROFESSOR GUIDO ETTORRE MAZZEO

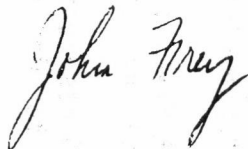
It is appropriate and fitting to express to the Senate today upon the occasion of his retirement from active status in the University community words of appreciation for the services performed in the Faculty Senate of this University by Professor Guido Ettore Mazzeo.

For me, personally, I feel honored to express these words because Guido has been not only my colleague here in the Senate, but also in the Department of Romance Languages and Literatures where he has served with distinction and grace as professor since coming to George Washington University in 1946, and as chairman from 1977 to 1983.

A native New Yorker, Guido Mazzeo graduated from City College of New York and then pursued graduate studies in modern Spanish literature at Columbia University from which he received his Master of Arts and Doctor of Philosophy degrees. Across his academic career, he has maintained a consistent scholarly productivity in the form of monographs and regular contributions to the periodical literature. In the classroom, he formed hundreds of students in our most advanced Spanish language courses, and has been uniquely responsible for the representation on this campus of Eighteenth Century Spanish Literature, a field in which he is recognized as a national authority.

Guido Mazzeo's fidelity and love for this community is reflected in his service on committees and advisory boards of professional organizations, the Department of Romance Languages, Columbian College of Arts and Sciences, especially his long service on its scholarship committee, and, of course, right here in the Senate, of which he has been a diligent member since 1980, chairing the very important Senate Library Committee.

Professor Mazzeo is respected, esteemed, and loved by this entire community, by his colleagues, and by our administrative friends in Rice Hall. Through this statement I know I am expressing the gratitude of the Senate for his work therein. We all wish him the best in his retirement, and will continue to seek his counsel, especially now that he is achieving the status of professor emeritus.



Faculty Senate Meeting
May 4, 1984

A TRIBUTE TO DEAN CALVIN D. LINTON

On behalf of my colleagues in this body, I rise to introduce, in the shadow of his impending retirement, a resolution of appreciation to Calvin Darlington Linton, Dean of Columbian College and ex officio member for twenty-three years of the Faculty Senate.

Calvin Linton is a cogently witty and eloquent man, qualities which have quickened his effectiveness as a sworn enemy of cliché and cant (an amazing feat in a profession which is the breeding ground for so much of both).

Exercising judiciously his authority as dean of an undergraduate college of the arts and sciences, he has been always a vigorous, creative and valiant leader. Richly embodying himself those values with which he would imbue faculty and students, he has encouraged and assisted in the establishing of a wide range of experiments in the Columbian College curriculum, leaving us an entirely useful legacy of wisely reasoned policies and programs.

However, to his resounding credit, he has never been a trend-spotter, a tendency, a mere bust of himself, an emanation of the Zeitgeist. Rather, he has been (and it is unlikely that any of the scrolled tributes he is receiving on the occasion of his retirement will name him thus)--rather, he is a mensch, a person who guides his life by principle, a person with a partly quixotic, partly stubborn, but wholly admirable commitment to humanistic education.

He is a man whose NO has been truly a NO, whose YES has been truly a YES. All of these are rare qualities, and we shall miss them, as we shall miss Dean Calvin Linton.

Faculty Senate Meeting
May 4, 1984

A TRIBUTE TO ASSISTANT DEAN ROBERT E. BAKER

As Acting Dean of the School of Education and Human Development, Robert E. Baker served as an ex officio member of The George Washington University Senate for two terms. This friendly, conscientious and effective service to the Senate epitomizes Robert Baker's long and distinguished contribution to the University. His colleagues and students wish him well upon a retirement which will become, in his case, the commencement of a life filled with many community activities, travel and, we hope, continued participation in University events.

Faculty Senate Meeting
May 4, 1984

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.
20052

The Faculty Senate

April 23, 1984

The Faculty Senate will meet on Friday, May 4, 1984, at 2:10 p.m. in
Lisner Hall 603.

AGENDA

1. Call to order
2. In memoriam Professor Edwin J. B. Lewis (by Professor Rodney W. Eldridge)
3. Approval of the Minutes of the regular meeting of April 13, 1984
4. Resolutions:
 - (a) A RESOLUTION CONCERNING PROGRAM EMBELLISHMENTS FOR THE UNIVERSITY'S MID-YEAR CONVOCATION (84/1); Professor Martha N. Rashid, Chairman, Public Ceremonies Committee (Resolution 84/1 attached)
 - (b) A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO ELIGIBILITY FOR SABBATICAL LEAVE (84/2); Professor Lilien F. Robinson, Chairman, Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee (Resolution 84/2 attached)
 - (c) A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO GRADUAL RETIREMENT (84/3); Professor Lilien F. Robinson, Chairman, Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee (Resolution 84/3 attached)
 - (d) A RESOLUTION TO AMEND ARTICLE X OF THE FACULTY CODE (84/4); Professor William B. Griffith, Chairman, Professional Ethics and Academic Freedom Committee (Resolution 84/4 attached with text and accompanying Report)
 - (e) A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE, PARAGRAPH E (84/5); Professor William B. Griffith, Chairman, Professional Ethics and Academic Freedom Committee (Resolution 84/5 attached with text)
 - (f) A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE, PARAGRAPH F, DISMISSAL OF A FACULTY MEMBER (84/6); Professor William B. Griffith, Chairman, Professional Ethics and Academic Freedom Committee (Resolution 84/6 attached with text)
5. Introduction of Resolutions

(continued)

6. General Business:

- (a) Approval of dates for regular Senate meetings in the 1984-85 Session recommended by the Executive Committee as follows: May 4, 1984, September 21, 1984, October 12, 1984, November 9, 1984, December 14, 1984, January 18, 1985, February 8, 1985, March 8, 1985, and April 12, 1985.
- (b) Nomination for election of Chairmen and Members of Senate Standing Committees (list of nominees to be distributed at meeting)
- (c) Nomination for appointment by the President to the following Administrative Committees: Committee on University Bookstore: Diane E. Johnson, Chairman, Abd Elfattah M. Abd Alla, and Christopher H. Sterling; Committee on University Parking: John A. Frey; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Randall K. Packer; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, Miriam V. Dow, and Fuller O. Griffith; Committee on Campus Security: Ruth A. Wallace; Joint Committee of Faculty and Students: A. E. Claeysens, Chairman, Abd Elfattah M. Abd Alla, Helga Binder, Mary Ann Coffland, Roy J. Guenther, Gerald E. Wagner, and Harry E. Yeide, Jr.
- (d) Nomination for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Philip Robbins; Trustees' Committee on Student Affairs: A. E. Claeysens, Jr.; and Trustees' Committee on University Development: Rodney W. Eldridge
- (e) Nomination for election by the Faculty Senate to the Panel for Student Grievance Review Committees: Abd Elfattah M. Abd Alla, Joan A. Becker, Phyllis A. Kind, Carl A. Linden, Paul Peyser, Terence M. Phillips, Gregory Reaman, Joan R. Regnell, Jeanne E. Snodgrass, and Gerald E. Wagner
- (f) Report of the Executive Committee: Professor William B. Griffith, Chairman
- (g) Annual Reports: Educational and Admissions Policy Committee

7. Brief Statements

8. Adjournment



Theodore H. Grimm, Jr.
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

THE FACULTY SENATE - 1984-85 SESSION

The Faculty Senate meetings for the 1984-85 Session will be held on the second Friday of each month (exceptions: May, September, and January) as follows:

May 4, 1984	January 18, 1985
September 21, 1984	February 8, 1985
October 12, 1984	March 8, 1985
November 9, 1984	April 12, 1985
December 14, 1984	The 1985-86 Session begins May 3, 1985

Ex Officio Members (stated by the Faculty Organization Plan):

Elliott, Lloyd H.	President
Bright, Harold F.	Vice President for Academic Affairs -
Grimm, Theodore H., Jr.	Registrar

Ex Officio Members (appointed by the President):

Barron, Jerome A.	Dean, National Law Center
Birnbaum, Philip S.	Dean, Administrative Affairs, The Medical Center
Hill, Peter P.*	Dean, Acting, School of Public and International Affairs
Kelly, Eugene W., Jr.	Dean, School of Education and Human Development
Liebowitz, Harold	Dean, School of Engineering and Applied Science
Linton, Calvin D.	Dean, Columbian College of Arts and Sciences
Loeser, Norma M.	Dean, School of Government and Business Administration
Solomon, Henry	Dean, Graduate School of Arts and Sciences
Schechter, Roger E.	Parliamentarian

<u>Elected Members</u>	<u>Term Expires</u>	<u>School or College</u>
Altshuler, David A.	1985	Columbian College
Castleberry, Michael S.	1986	Education and Human Development
Cheh, Mary M.	1986	National Law Center
Claeysens, Astere E., Jr.	1986	Columbian College
Eldridge, Rodney W.	1985	Government and Business Administration
Fox, Raymond R.	1985	Engineering and Applied Science
Frey, John A.	1986	Columbian College
Greene, Sherwin	1986	Government and Business Administration
Griffith, William B.	1985	Columbian College
(Hill, Peter P.)*	1985	Columbian College
Kenney, Richard A.	1985	Medical Center
Kramer, Norman C.	1986	Medical Center
Lang, Roger H.	1986	Engineering and Applied Science
Levy, Joseph B.	1986	Graduate School of Arts and Sciences
Morgan, John A., Jr.	1985	Public and International Affairs
Pierpont, Howard C.	1985	Medical Center
Plotz, Judith A.	1986	Columbian College
Rashid, Martha N.	1985	Education and Human Development
Robinson, David, Jr.	1986	National Law Center
Robinson, Lilien F.	1986	Columbian College
Schiller, Lewis A.	1985	National Law Center
Schlagel, Richard H.** (Schiff)	1986	Columbian College
Singpurwalla, Nozer D.	1986	Engineering and Applied Science
Smith, George W.	1985	Education and Human Development
Tolchin, Susan J.	1985	Government and Business Administration
Wallace, Ruth A.*** (Ziolkowski)	1985	Columbian College

* Ex officio through June 30, 1984; elected member as of July 1, 1984

** Replacement for Professor Schiff - Sabb. Lv. Fall Sem. '84

*** Replacement for Professor Ziolkowski - Sabb. Lv. Acad. Yr. '84-85

A RESOLUTION CONCERNING PROGRAM EMBELLISHMENTS
FOR THE UNIVERSITY'S MID-YEAR CONVOCATION (84/1)

WHEREAS, Spring Commencement amenities have contributed importantly to an appropriate environment for the carrying out of graduation exercises, demonstrating the University's desire to make graduation a memorable experience for students and their families and guests; and

WHEREAS, The mid-year Convocation suffers the comparison of a limited program format and carries the additional burden of holiday timing, with all the inconveniences attendant thereto for the various participants involved;
THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That, beginning in 1985, the mid-year Convocation be scheduled on the Sunday immediately preceding the officially recognized George Washington birthday and a presidential reception and other appropriate amenities be additionally scheduled on the Saturday before.

February 15, 1984
Public Ceremonies Committee

A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT
TO ELIGIBILITY FOR SABBATICAL LEAVE (84/2)

WHEREAS, opportunity for scholarly self-development is accorded to regular active status tenured faculty through the granting of sabbatical leave, and

WHEREAS, the University community would benefit through the awarding of sabbatical leave to non-tenure-accruing regular active status faculty, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That Section VI-B of the Faculty Code be amended to read:

"When circumstances permit, the Board of Trustees shall grant sabbatical leave to a member of the faculty ~~with-tenure~~ who has served six or more continuous years in a college or university in regular active status,"

BE IT FURTHER RESOLVED, That this change shall be effective beginning the academic year 1985-1986.

Committee on Appointment, Salary and Promotion Policies
(including Fringe Benefits)

April 18, 1984

A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO GRADUAL RETIREMENT (84/3)

WHEREAS, individual full-time active status faculty members currently request reduction of their teaching loads in the years preceding retirement; and

WHEREAS, this is being accomplished on an ad hoc basis with the approval of the chairman and appropriate officers of the University; and

WHEREAS, this option should be made available to the entire full-time active status faculty; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the following be inserted under Section VII of the Faculty Code:

- A. With the exception of the Medical School faculty, full-time active status faculty members with tenure who are 62 or over may elect a gradual retirement program effective at age 62 or later. This program has the following features:
1. The program may extend to mandatory retirement age and entry into it shall constitute a commitment on the part of the faculty member to retire at its conclusion and on the part of the University to allow the faculty member to continue for the period at the reduced levels established.
 2. Faculty members who elect this program shall be permitted either to teach at a half-time level for the entire period or on some other reduced-level basis agreed to by the faculty member and the department chairman. The manner of effecting the reduction must be agreed to by the faculty member and the department chairman. The teaching load, once reduced, cannot be raised, except by mutual agreement, but the faculty member may elect to retire at any time.
 3. The faculty member's salary shall be prorated to his or her teaching load but he or she shall be eligible for percentage salary increments in the same way as full-time members. Retirement benefits (e.g. University contribution to TIAA/CREF) will continue to be based on the full-time equivalent of the faculty member's salary.
 4. While in this program, a faculty member's duties and privileges will be as specified in the Faculty Handbook.

Committee on Appointment, Salary and Promotion Policies
(including Fringe Benefits)

April 18, 1984

SPECIAL REPORT TO ACCOMPANY RESOLUTIONS 84/4, 84/5, 84/6, TO AMEND THE FACULTY CODE
AND PROCEDURES

1. The three resolutions which this Report accompanies are the product of an extensive review of faculty grievance procedures which the Committee on Professional Ethics and Academic Freedom began in 1980 at the request of the Executive Committee. The key to an understanding of the changes which the Committee proposes is the Report of the Special Committee of One to Propose Changes in Faculty Grievance Procedures, commissioned in 1982 by the Faculty Senate to aid this Committee and submitted in March, 1983. While this Committee has not accepted all of the recommendations which Professor Morgan (the Committee of One) proposed, we are deeply indebted to his expert diagnosis of the difficulties encountered in our present system of grievance procedures, and to the insightful analysis of alternative modifications which his Report provided.

2. The argument for the modifications proposed in the Grievance Procedures are briefly rehearsed in the "Whereas" clauses and will require amplification on the Senate floor. But to provide a "roadmap", the proposed changes may be summarized under the following headings:

A. CHANGES TO ARTICLE X (Resolution 84/4) (Cp. Faculty Code, p. 15)

In adding a second paragraph (B) with 3 subparagraphs, the aim has been in B.1.a. to make clear that not every unresolved complaint over alleged ill-treatment of a faculty member will automatically launch a full-fledged grievance hearing, but only those (1) which involve the most important faculty rights and (2) which identify a specific invasion of rights and not merely strongly - felt disagreement over the merits of a faculty member's performance. On the other hand, in B.1.b. we extend the use of grievance procedures for use by faculty members in the interests of professional discipline and responsibility, as well as defending collegial rights.

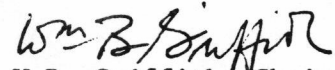
In X.B.2., to keep the narrowing of grievable issues from foreclosing the possibility of resolving serious disputes over matters not involving specific rights, a process of binding arbitration is proposed for issues suitable to that less formal, more flexible, less time-consuming, and less expensive method of dispute - resolution.

B. CHANGES TO PARAGRAPH E OF PROCEDURES FOR IMPLEMENTATION (Cp. Procedures, p. 22)

After minor changes in Subparagraphs 1 and 2, substantive changes begin under Subparagraph 3. Under 3.a., Commencement of Proceedings, the routing of disputes either to arbitration or grievance is described in (4). A new 3.b. sets out the process of arbitration. Subparagraphs 3.c. and 3.d. lay out the new role of the Hearing Officer in supervising and controlling the hearing process and the new authority of the Hearing Committee to dismiss complaints and make taking of evidence less legalistic and more appropriate to an internal faculty-run proceeding.

C. CHANGES TO PARAGRAPH F OF PROCEDURES FOR IMPLEMENTATION

These changes are merely for consistency. If the earlier changes are made renaming the Grievance Committee in order to indicate its broadened role, parallel changes must be made in this Paragraph, which makes use of the same Committee when hearings are to be held to seek removal of a tenured faculty member.


W.B. Griffith, Chairman
Professional Ethics and Academic Freedom
Committee

A RESOLUTION TO AMEND ARTICLE X OF THE FACULTY CODE (84/4)

WHEREAS, the Report of the Special Committee of One to Propose Changes in Faculty Grievance Procedures (hereinafter, the Morgan Report) found that existing grievance proceedings had become increasingly frequent, time-consuming, and expensive, and might be improved by modification or replacement; and

WHEREAS, the Morgan Report recommended (p. 10) that only violations of faculty rights under the Faculty Code should be grievable, and further recommended (pp. 18-22) that the Committee on Professional Ethics and Academic Freedom clarify the language of the Faculty Code to eliminate confusion over precisely what rights and causes of action are conferred by the Code; and

WHEREAS, to the Committee on Professional Ethics it appears advisable, in clarifying what violations of rights are grievable, to clarify also what violations of professional responsibilities may give rise to grievances; and further to provide an alternative process for resolving disputes over faculty members' status or activities which do not involve grievable violations of rights, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That, to clarify the language of the Faculty Code as to what violations of rights or responsibilities may give rise to grievances, and to provide an alternative method of dispute resolution by arbitration, there shall be substituted for the present Article X of the Faculty Code, entitled "Principles Governing Issues Relating to Termination...", a revised Article X entitled "Rights, Privileges and Resolution of Disputes Under this Code", attached hereto (pp. 1-2):

Committee on Professional Ethics and Academic Freedom of The Faculty Senate
April 20, 1984

FACULTY CODE

X. RIGHTS, PRIVILEGES AND RESOLUTION OF DISPUTES
UNDER THIS CODEA. Rights and Privileges Under This Code

The rights, privileges, and responsibilities of a faculty member conferred by this Code or by governing principles of law shall be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges or an alleged violation of such responsibilities ~~or a charge of unfair or discriminatory treatment based on race, color, religion, sex, national origin, or other considerations prohibited by law with regard to conditions of employment,~~ shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

B. Grievable or Arbitrable Issues1. Grievances

To maintain a grievance, the complaining party must allege either:

a) a violation of professional rights or privileges concerning such matters as academic freedom, tenure, promotion, reappointment, dismissal, or sabbatical or other leave, such as might arise from

1) violation of law;

2) unfair procedure or failure to follow established procedures;

3) University action motivated by prejudicial malice or retaliation for exercise of protected rights; or

4) University action without a reasoned basis in fact or University records;

or b) serious misconduct by a faculty member or significant neglect of a faculty member's responsibilities, in which case a complaint may be brought by regular active status faculty.

X. Principles Governing Issues Relating to Termination, Dismissal, Nonrenewal, Conditions of Employment, and Rights and Privileges Under This Code

The rights, privileges, and responsibilities of a faculty member conferred by this Code shall be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges, or a charge of unfair or discriminatory treatment based on race, color, religion, sex, national origin, or other considerations prohibited by law with regard to conditions of employment, shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

2. Arbitration

To maintain an arbitrable complaint over administrative actions or practices, the complaining party must allege a substantial injury affecting professional status or activities, such as teaching assignments, salary, assignment of office space or other support of professional activities. The complaint must have a basis in contract, or academic tradition, or local custom.

3. Jurisdiction in Mixed Complaints

If a grievance is properly alleged, the Dispute Resolution Committee shall have jurisdiction over all related administrative matters that would otherwise be resolved by arbitration.

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE
FACULTY CODE, PARAGRAPH E (84/5)

WHEREAS, the Morgan Report recommended modifying the Procedures for Implementation of Article X to reduce expense, waste of time and confusion over procedural complexities, by reducing the role of legal counsel to an advisory one or, alternatively, by adjoining a presiding hearing officer to the existing faculty hearing committee; and

WHEREAS, the Committee on Professional Ethics and Academic Freedom, after extensive consultation and review, concludes that the hearing-officer alternative is an approach more protective of faculty rights, and offers surer guarantees of reducing procedural error, confusion and waste of time while still protecting the faculty's role in self-governance; and

WHEREAS, supplementing the full grievance hearing-and-appeal procedure by an arbitration process, for settling substantive disputes which **do** not involve those specific invasions of professional rights which are grievable, also appears to promise speedier, less costly and more far-reaching dispute resolution; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the current procedures in Paragraph E for dealing with grievances be revised and extended by substituting a new Paragraph E (see attached), to provide for:

1. a binding arbitration process (cf. 3. a and 3. b pp 4-5)
2. An experienced Hearing Officer to preside and expanded Hearing Committee authority (a) to dismiss frivolous, non-specific, or repetitious complaints (3. c. & 3. d., pp 5-8), and (b) to control the hearing itself (3. d., p 8); and
3. other improvements proposed in the Morgan Report, with respect to Preliminary Proceedings (2. b & 2. c, p. 3) and reports of findings and recommendations (3. d, pp. 8-9), and Appeals (4. a, b, & d p 10).

Committee on Professional Ethics and Academic Freedom of The Faculty Senate
April 20, 1984

E. PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE

E. Procedures for Implementation of Article X of the Faculty Code**1. Grievance Committee**

The Faculty Senate shall elect a Grievance Committee of fifteen tenured active status faculty members, no more than three of whom shall be members of the faculty of any one school or college (except that four may be members of the faculty of Columbian College) and none of whom may be serving as academic administrators. The members of the Committee shall serve three-year staggered terms, so that the terms of five of the members shall expire each year. The Faculty Senate shall designate the Chairman of the Committee from among the members of the Committee. Alternate temporary members may be appointed at any time by the Executive Committee to facilitate the grievance procedures.

2. Preliminary Proceedings

a) Before instituting any formal proceedings concerning an alleged violation of the Faculty Code, the aggrieved party or parties shall exhaust all reasonable efforts to achieve a resolution of the situation through informal consultation with the appropriate faculty members and administrative officers.

b) If informal consultation fails to resolve the matter, the aggrieved party shall refer the dispute to the Faculty Senate by means of a letter addressed to the Chairman of the Executive Committee. The Senate shall appoint a special mediation committee of three members, none of whom shall be members of the Grievance Committee; and this mediation committee shall conduct an informal investigation of the matter and attempt to effect a mutually satisfactory resolution.

c) The special committee shall submit a report to the Faculty Senate, with copies transmitted to the parties, when it has either achieved a mutually satisfactory resolution or concludes that further efforts at mediation would be futile. The report shall in-

clude, if appropriate, the committee's evaluation of, or recommendations concerning, any university, college, school, or departmental policies or practices involved in the dispute.

E. PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE**1. Grievance Dispute Resolution Committee**

The Faculty Senate shall elect a Grievance Dispute Resolution Committee of fifteen tenured active status faculty members, no more than three of whom shall be members of the faculty of any one school or college (except that four may be members of the faculty of Columbian College) and none of whom may be serving as academic administrators. The members of the Committee shall serve three-year staggered terms, so that the terms of five of the members shall expire each year. The Faculty Senate shall designate the Chairman of the Committee from among the members of the Committee. Alternate temporary members may be appointed at any time by the Executive Committee to facilitate the grievance procedures.

2. Preliminary Proceedings

b) If informal consultation fails to resolve the matter, the aggrieved party shall refer the dispute to the Faculty Senate by means of a letter addressed to the Chairman of the Executive Committee. The Senate Executive Committee shall appoint either a special mediator or a special mediation committee of three members, none of whom shall be members of the Grievance Dispute Resolution Committee; and this mediator or mediation committee shall conduct an informal investigation of the matter and attempt to effect expeditiously a mutually satisfactory resolution. The appointment shall be recorded in the minutes of the Faculty Senate.

c) The special mediator or mediation committee shall submit a report to the Faculty-Senate Executive Committee, with copies to the parties, when either a mutually satisfactory resolution has been achieved or it is concluded that further efforts at mediation would be futile. The report shall include, if appropriate, an evaluation of, or recommendations concerning, any university, college, school, or departmental policies or practices involved in the dispute.

3. *Formal Proceedings*

a) Commencement of Proceedings

1) If the preliminary proceedings do not result in a mutually satisfactory resolution of the dispute, any party to the dispute may commence formal proceedings by means of a complaint addressed to the Chairman of the Grievance Committee, with copies sent to the Chairman of the Executive Committee of the Faculty Senate and the other party or parties.

2) The complaint shall set forth with particularity the nature of the dispute, the identity of the remedy sought, and the reasons alleged to justify the remedy.

3) Within twenty calendar days of the receipt of the complaint, the other party or parties to the dispute shall reply in writing, sending copies of the reply to the Chairman of the Grievance Committee, the Chairman of the Executive Committee of the Faculty Senate, and the complaining party or parties.

4) The reply shall set forth with particularity the position of the replying party or parties with respect to each allegation of the complaint.

3. Formal Proceedings

a) Commencement of Proceedings

1) If the preliminary proceedings do not result in a mutually satisfactory resolution of the dispute, any party to the dispute may commence formal proceedings by means of a complaint addressed to the Chairman of the Grievance Dispute Resolution Committee, with copies sent to the Chairman of the Executive Committee of the Faculty Senate and the other party or parties.

2) The complaint shall set forth with particularity the nature of the dispute, specifying the rights or responsibilities under the Faculty Code alleged to have been violated or the substantial injury allegedly inflicted, the specific act or acts alleged to constitute the violation or to have inflicted the injury, the identity of the remedy sought, and the reasons alleged to justify the remedy.

3) Within twenty calendar days of the receipt of the complaint, the other party or parties to the dispute shall reply in writing, sending copies of the reply to the Chairman of the Grievance Dispute Resolution Committee, the Chairman of the Executive Committee of the Faculty Senate, and the complaining party or parties. -4) The reply shall set forth with particularity the position of the replying party or parties with respect to each allegation of the complaint.

4) Upon receipt of the complaint and reply, the Chairman of the Dispute Resolution Committee shall, with the advice of the Executive Committee of the Faculty Senate, consider whether the matter in dispute is suitable for arbitration; and if he finds it so, shall recommend arbitration to the parties. Agreement to arbitration binds the parties to accept the arbitrator's award. If the parties agree, the Chairman of the Dispute Resolution Committee shall initiate the arbitration process as specified below. If the matter in dispute is not suitable for arbitration or the parties fail to agree on arbitration, the Chairman of the Dispute Resolution Committee shall appoint a Hearing Committee and Hearing Officer as provided below to consider whether a grievance may be maintained.

E. PROCEDURES FOR IMPLEMENTATION

3. Formal Proceedings

b) Arbitration

- 1) Upon mutual agreement to arbitration, an arbitrator shall be picked by the Chairman of the Dispute Resolution Committee from a panel of University faculty who are qualified by experience and training. The complainant may challenge for cause the arbitrator appointed, in which case the Dispute Resolution Committee shall review the challenge, and if it is found justified, the Chairman shall appoint another arbitrator.
- 2) The arbitrator shall request expeditiously that the parties concerned submit documents and other information enabling the arbitrator to determine that an arbitrable dispute exists. This initial activity may include interviewing the parties. If the arbitrator finds that the dispute is not an arbitrable one under Article X.B. 2 of the Code, he shall return the dispute to the Dispute Resolution Committee for disposition. Otherwise a time for hearing shall be set as soon as all parties can appear.
- 3) The arbitration hearing is less formal than that for resolving grievances, and emphasis shall be on a complete and fair presentation of the issues. The arbitrator may question witnesses and otherwise assist the parties to present the information needed to make an informed decision. Each party may make a closing statement after all testimony has been presented.
- 4) The award and a written reason for the decision shall be prepared by the arbitrator within 60 days from conclusion of the hearing. A copy shall be sent to the faculty member, any other parties to the dispute, and the Dispute Resolution Committee. The award is binding on the parties, including the University, should it be a party.

c. Hearing Committee and Hearing Officer

- 1) If the issue in dispute is not suitable for arbitration or the parties fail to agree to binding arbitration, the Chairman of the Dispute Resolution Committee shall, with the advice of the Executive Committee of the

b) Hearing Committee

- 1) Upon receipt of the complaint, the Chairman of the Grievance Committee shall, with the advice of the Executive Com-

E. PROCEDURES

3. Formal Proceedings

c. Hearing Committee and Hearing Officer

1)/cont./

mittee of the Faculty Senate, appoint a Hearing Committee of three members from among the members of the Grievance Committee. If the Hearing Committee finds that the complaint is based upon issues, evidence or allegations that have been previously heard and decided, or which could have been presented in a previous hearing, the

Hearing Committee, in its discretion, may dismiss the complaint.

2) No member of the same department as a party shall sit on the Hearing Committee. Any party to a dispute may disqualify one member of the Hearing Committee by peremptory challenge. Any party may also seek to disqualify a member of the Hearing Committee for cause. The Grievance Committee shall hear and decide any challenges for cause. The Chairman of the Grievance Committee shall, from among the remaining members of the Grievance Committee, fill any vacancies on the Hearing Committee created by challenges.

Faculty Senate, appoint a Hearing Committee of three members from among the members of the Dispute Resolution Committee, and a presiding Hearing Officer from a panel of names previously approved by the Executive Committee. The Hearing Officers shall be chosen from among University personnel of appropriate experience and training, but need not be attorneys. The role of the Hearing Officer throughout these procedures is to assure an orderly, expeditious, and relevant hearing; to assure the development of a complete, fair and reliable record; and to advise the Hearing Committee as to issues of substance and procedure. The Hearing Committee may request the replacement of the Hearing Officer at any time.

(Delete rest of original section.)

2) No member of the same department as a party shall sit on the Hearing Committee. Any party to a dispute may disqualify one member of the Hearing Committee by peremptory challenge. Any party may also seek to disqualify a member of the Hearing Committee for cause. The Dispute Resolution Committee shall hear and decide any challenges for cause. The Chairman of the Dispute Resolution Committee shall, from among the remaining members of the Dispute Resolution Committee, fill any vacancies on the Hearing Committee created by challenges.

E. PROCEDURES FOR IMPLEMENTATION

3. Formal Procedures

(C) ~~B~~ Hearing Committee

3) When all challenges have been decided and vacancies filled, the Hearing Committee shall convene, establish a schedule for the hearings, and elect a chairman from among its members to preside during the formal proceedings.

P 24

4) All three members of the Committee shall be present during the hearings and the deliberations of the Committee except that the presence of one of them during part of the proceedings may be waived by agreement of the parties.

P 24

- 3) When all challenges have been decided and vacancies filled, and as soon as reasonably possible after receipt of respondent's reply, the Chairman of the Dispute Resolution Committee shall convene the Hearing Committee to review the Complaint. If a defendant moves to dismiss, and if the Chairman of the Dispute Resolution Committee and two members of the Hearing Committee or if all members of the Hearing Committee, after an opportunity for informal argument by the parties, find that the complaint does not allege facts sufficient to state a grievance under the Code or that the complaint is based upon evidence or allegations which are substantially the same as those that have been previously heard and decided, or which could have been presented in a previous hearing, the complaint shall be automatically referred to the Dispute Resolution Committee for consideration at the earliest reasonable time. If ten members of the Dispute Resolution Committee (including the Chairman and the members of the Hearing Committee) conclude that for any of the reasons set out in this section a hearing is not warranted, the complaint shall be dismissed and the matter deemed closed.
- 4) On the determination that a hearing is warranted, the Hearing Committee shall be convened by the presiding Hearing Officer and establish a schedule for the hearing.
- 5) (Code Para. 4 renumbered)
- 6) It shall be the duty of the Hearing Officer to convene promptly the meetings of the Hearing Committee and to preside; to assure the expeditious disposition of the case; to rule on all questions of substance or procedure necessary to the conduct of the hearing, subject to being overridden by a majority vote of the Hearing Committee; to ask questions and to control the development of testimony and of evidence in the record as deemed appropriate; to prepare a draft opinion for the use of the Hearing Committee; and to advise the Hearing Committee in its deliberations on questions of substance and procedure. The Hearing Officer does not vote on the ultimate questions of fact, substance, procedure, or policy, as these are acted upon by the Hearing Committee. The Hearing Officer signs dispositive orders of the Hearing Committee only to authenticate them.

E. PROCEDURES FOR IMPLEMENTATION

c) Procedure for Hearings

1) The parties to the proceedings shall be entitled to appear in person and to be represented by counsel or other adviser.

2) The Hearing Committee may, in its discretion, request that the Executive Committee of the Faculty Senate designate a member of the Law Faculty to serve as Committee Counsel to advise the Committee on legal questions during the hearings and deliberations.

3) The procedure at the hearings shall be informal, but shall comply with the requirements of due process of law. The parties shall be entitled to testify on their own behalf, to call as witnesses any member of the University faculty and also any other person who is willing to testify, to present written

and other tangible evidence, and to cross-examine witnesses called by other parties. Sworn depositions may be received in evidence when opposing parties have been given reasonable opportunity to appear and cross-examine the deponent. A party shall be entitled to inspect and copy, in advance of the hearing, any relevant documents in the control of another party and not privileged, and may offer such documents or excerpts therefrom in evidence.

pp. 24-25

3. Formal Proceedings

d) Procedure for Hearings

2) A grievance procedure is not a formal judicial proceeding. Its purpose is to provide a fair evaluation of the allegation that a right or a responsibility has been violated. In order to achieve that end, the Hearing Committee shall have authority to require the appearance of any material witness who is a member of the University faculty, administration, or staff, and also any other person who is willing to testify; to question parties and witnesses; to exclude matters it deems irrelevant; and to place reasonable limits on arguments, the presentation of evidence, and the questioning of witnesses by the parties.

3) The procedure at the hearings shall be informal, but shall comply with the requirements of fairness to the parties. The Hearing Committee is not required to comply with rules of evidence applicable in courts of law and may receive any relevant evidence which is not privileged. The Hearing Committee may decline to consider evidence where its probative value is outweighed by considerations of unfair prejudice, confusion of the issues, undue delay, waste of time, or needless presentation of cumulative evidence. The parties shall be entitled to testify on their own behalf, to require the appearance of any material witness who is a member of the University faculty, administration, or staff, and to call any other person who is willing to testify; to present written and other tangible evidence, and to cross-examine witnesses called by other parties. Sworn depositions may be received in evidence at the discretion of the Hearing Committee. A party shall be entitled to inspect and copy, in advance of the hearing, any relevant documents in the control of the other party and not privileged, and may offer such documents or excerpts therefrom in evidence.

E. Procedures for Implementation of
Article X of the Faculty Code

3. Formal Proceedings

q) Procedure for Hearings

4) The parties shall be entitled to present opening and closing statements.

5) A stenographic record of the hearings shall be made and one copy, which shall be available to all parties, kept on file by the University.

6) The hearings shall be open to the public unless, on the motion of a party or the Hearing Committee, the Hearing Committee shall determine that it is in the best interest of the University and the parties that the hearings be closed.

7) At the conclusion of the taking of evidence and the hearing of arguments, the Committee shall deliberate and reach its decision in closed session. The vote of a majority shall be determinative.

8) The Hearing Committee shall render its findings and recommendations in a written report which shall state the number of members subscribing to the report and shall include dissenting opinions, if any. This report shall be submitted to the Chairman of the Executive Committee of the Faculty Senate and copies shall be transmitted to the parties.

3. Formal Proceedings

q) Procedure for Hearings

8) Within ten calendar days the Hearing Committee shall render its findings and recommendations in a written report which shall state the number of members subscribing to the report and shall include dissenting opinions, if any. This report shall be submitted to the Chairman of the Executive Committee of the Faculty Senate and copies shall be transmitted to the parties and to the Chairman of the Dispute Resolution Committee.

E. Procedures for Implementation of
Article X of the Faculty Code

4. Appeals

a) Any party may appeal the decision of the Hearing Committee by filing a notice of appeal with the Chairman of the Grievance Committee and sending copies thereof to the Chairman of the Executive Committee of the Faculty Senate and to the other parties. The notice of appeal must be filed with-

in ten days of the receipt of the decision of the Hearing Committee.

b) An appeal shall be heard by those members of the Grievance Committee who were not members of the Hearing Committee provided that members of the Committee who were disqualified from sitting as members of the Hearing Committee and members of the same department as any of the parties shall not participate in the hearings of the appeal.

c) The parties to an appeal shall be entitled to present written and oral argument.

d) The Grievance Committee shall render an opinion in writing, sustaining, modifying, or remanding the decision of the Hearing Committee. Copies of the opinion shall be transmitted to the parties and the Chairman of the Executive Committee of the Faculty Senate.

4. Appeals

a) Any party may appeal the decision of the Hearing Committee by filing a notice of appeal with the Chairman of the Grievance Dispute Resolution Committee and sending copies thereof to the Chairman of the Executive Committee of the Faculty Senate and to the other parties. The notice of appeal must be filed within ten calendar days of the receipt of the decision of the Hearing Committee.

b) An appeal shall be heard by members of the Grievance Dispute Resolution Committee who were not members of the Hearing Committee provided that members of the Committee who were disqualified from sitting as members of the Hearing Committee and members of the same department as any of the parties shall not participate in the hearings of the appeal. A quorum for hearing an appeal shall be two-thirds of those members of the Grievance Dispute Resolution Committee eligible under the terms of this section.

d) The Grievance Dispute Resolution Committee shall decide by majority vote and render an opinion in writing, sustaining, modifying, or remanding the decision of the Hearing Committee. Copies of the opinion shall be transmitted to the parties and the Chairman of the Executive Committee of the Faculty Senate.

F. Procedures for the Dismissal of a Faculty Member for Adequate Cause

1. Commencement of Proceedings

a) Proceedings to dismiss a tenured faculty member for adequate cause may be commenced by a complaint, addressed to the Chairman of the Grievance Committee, signed by the Vice President for Academic Affairs and either the dean or the department chairman who has administrative responsibility for the faculty member concerned. The complaint shall set forth the grounds alleged to constitute adequate cause for dismissal. A copy of the complaint shall

be delivered in hand to the faculty member concerned or shall be sent by registered mail to the faculty member's residence. A copy of the complaint shall also be sent to the Chairman of the Executive Committee of the Faculty Senate.

b) Proceedings may also be commenced by a petition, setting forth the grounds alleged to constitute adequate cause for dismissal and signed by a majority of the tenured faculty of the school or college of the faculty member concerned, or twenty tenured members of that faculty, whichever is the lesser. A copy of the executed petition shall be delivered in hand to the faculty member concerned or sent by registered mail to his residence. Copies shall also be sent to the Chairman of the Grievance Committee, the Chairman of the Executive Committee of the Faculty Senate, and the Vice President for Academic Affairs.

c) Within twenty calendar days of the receipt of the complaint, the faculty member concerned shall reply in writing, sending copies of the reply to the Chairman of the Grievance Committee, to the Chairman of the Executive Committee of the Faculty Senate, and to the Vice President for Academic Affairs. The reply shall set forth with particularity the responding faculty member's position with respect to each allegation of the complaint.

F. Procedures for the Dismissal of a Faculty Member for Adequate Cause

1. Commencement of Proceedings

a) line 4: Strike "Grievance" and insert "Dispute Resolution"

b) line 12: Strike "Grievance" and insert "Dispute Resolution"

c) line 5: Strike "Grievance" and insert "Dispute Resolution"

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE,
PARAGRAPH F, DISMISSAL OF A FACULTY MEMBER (84/6)

WHEREAS, the procedures provided in Paragraph F for Dismissal of a Faculty Member for Adequate Cause under Article V, Paragraph C of the Faculty Code are closely linked to the Procedures for Implementation of Article X in Paragraph E, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That Paragraph F be brought into conformity with Paragraph E of the Procedures by substituting "Dispute Resolution" for "Grievance" Committee wherever the latter term appears as shown in the attached:

Committee on Professional Ethics and Academic Freedom of The Faculty Senate
April 20, 1984

F. Procedures for the Dismissal of a Faculty Member for Adequate Cause

2. *Hearing Committee*

a) Upon receipt of the complaint, the Chairman of the Grievance Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of six members from among the members of the Grievance Committee.

b) No member of the same department as the faculty member concerned and no one who has signed a petition seeking that faculty member's dismissal shall sit on the Hearing Committee. The faculty member concerned may disqualify two members of the Hearing Committee by peremptory challenge and may also seek to disqualify a member of the Hearing Committee for cause. The Grievance Committee shall hear and decide any challenges for cause. The Chairman of the Grievance Committee shall, from among the remaining members of the Grievance Committee, fill any vacancies on the Hearing Committee created by challenges.

c) When all challenges have been decided and vacancies filled, the Hearing Committee shall convene, establish a schedule for the hearings, and elect a chairman from among its members to preside during the formal proceedings.

d) All of the members of the Hearing Committee shall be present during the hearings and the deliberations of the Committee except that the presence of one of them during part of the proceedings may be waived by agreement of the parties.

3. *Procedure for Hearings*

The procedure for the hearings shall be the same as provided in Part E of these Procedures, except that the hearing shall be closed on the motion of the faculty member concerned, and that the Hearing Committee may recommend the dismissal of the faculty member concerned only by the affirmative vote of two-thirds of its members.

4. *Appeals*

The faculty member concerned may appeal the decision of the Hearing Committee in accordance with the procedures provided in Part E, Paragraph 4, of these Procedures.

5. *Attorneys' Fees and Expenses*

If a faculty member prevails against charges brought against him or her, the University may, upon recommendation of the Hearing Committee, reimburse the faculty member concerned for all or part of attorneys' fees and expenses actually incurred in his or her

F. Procedures for the Dismissal of a Faculty Member for Adequate Cause

2. *Hearing Committee*

a) line 2 & 6:

Strike "Grievance" and insert "Dispute Resolution"

b) lines 10, 12 & 14:

Strike "Grievance" and insert "Dispute Resolution."

c)

d)

3. *Procedure for Hearings*

4. *Appeals*

5. *Attorney's Fees and Expenses*



THE
GEORGE
WASHINGTON
UNIVERSITY

Washington, D.C. 20052 / Department of Biological Sciences

April 16, 1984

ANNUAL REPORT: FACULTY SENATE COMMITTEE ON EDUCATIONAL POLICY AND ADMISSIONS

To date, the full Committee has convened on five occasions to deliberate and act upon the following matters.

1. Admissions. Because of the fact that the purview of the Educational Policy Committee was expanded to include matters dealing with admission (as reflected in the new title of the Committee), Registrar Stoner was invited to enlighten the membership as to policies and procedures related to his office.
2. Change in Academic Calendar. A subcommittee was appointed to deal with the immediate problem of finding compensation for the loss of a teaching day during spring semesters as a consequence of the University's observation of Dr. Martin Luther King Junior's birthday as an official holiday. The subcommittee recommended, and the Educational and Admission Policy Committee (EAPC) approved, a resolution to reduce the Reading Period during the spring semester by one day. This resolution (83/7) was presented to the Faculty Senate and passed. The EAPC further indicated its willingness to review the entire academic calendar in greater depth, and possibly to recommend more substantive changes. To this effect, a subcommittee was selected to address issues related to the academic calendar. This subcommittee convened for the first time on March 27, and is in process of gathering background information and devising a questionnaire to which the academic community can respond. The work of this subcommittee will undoubtedly extend into the next academic year.
3. Standardization of the Incomplete Grade. The EAPC discussed the merits of standardizing the use of the grade of "I", which is the only undergraduate grade designation which currently is not treated uniformly throughout the University. A resolution (83/8) to this effect was introduced in the Faculty Senate, was tabled for further study, and voted down on 4/13/84.
4. Change in Interpretation of the Z Grade. There is evidence that considerable confusion exists among faculty and students about the appropriate use of the "Z" grade. For this reason, and because it was felt that the Z grade did not constitute a "failure", as presently described, the EAPC voted to submit a resolution (83/9) to the Faculty Senate to change the description of this grade, and to exclude the Z in computing grade point averages. This resolution was adopted 4/13/84.
5. Review of the Present Grading System. The faculty of Columbian College endorsed a proposal to add the notations "plus" (+) and "minus" (-) to the pre-

sent grading system. The EAPC was charged with determining whether or not such a change is desirable and feasible. Preliminary discussions have been held, and it is anticipated that a subcommittee will be formed to study this matter. Recommendations from the EAPC should be expected no earlier than the fall semester.

6. Other matters. Several academic matters related to possible abuses of currently existing regulations were discussed and resolved (via the Provost's office) without being brought to the floor of the Faculty Senate. These included the unauthorized change of grades of "F" to "W", and failure to include suspension and probation notations on transcripts and permanent records.

Respectfully submitted,

The Educational and Admissions Policy Committee

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